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## INDONESIA - JAPAN RELATIONS IN THE TECHNICAL INTERNSHIP PROGRAM (TIP)

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**Abstract :** Labor problems have become commonplace in Indonesia. This is due to the large number of productive people in Indonesia who have increased over time. Cooperation between Indonesia and Japan in human development to become a superior workforce with the Technical Internship Program is a solution for Indonesia in reducing the unemployment rate. Indonesia as a country that aims to reduce the unemployment rate is not only limited to taking advantage of the program. TIP is one of the factors that strengthen the relationship between Indonesia and Japan in the economic field. This paper uses the theory of cooperation, theory of interdependence and theory of bilateral relations as a case analysis knife that the author wants to discuss. The author uses qualitative research methods in dissecting the issues discussed.

Keywords: Indonesia-Japan Cooperation, Labor, Technical Internship Program

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### INTRODUCTION

Many political parties have praised Indonesia's recent economic development. Against the backdrop of the global economic slowdown, Indonesia's economic development has been relatively stable and positive. On global financial markets, the increase in the US Federal Funds Rate (FFR), the turmoil in the European Union and falling Chinese share prices indicate that risks on global financial markets are still high. During the first term of Jokowi's administration, the economic growth rate in 2015 was 4.88%. Indonesia is listed as the country with the third-largest economic growth in the Asia-Pacific region. Indonesia lost to India and China that increasing by 7.3% and 6.8%, respectively (BPS,

2015).

In 2016, the Indonesian economy grew in the range of 5.02% compared to 4.8% in 2015. This growth was driven by fiscal stimulus, particularly the stimulus for infrastructure project development and public consumption, which is predicted to remain strong. In the dynamics of the global economy, the government will play an essential role in encouraging economic growth in 2016 in order to increase people's purchasing power and the effectiveness of fiscal stimulus measures (Bank Indonesia, 2016). The key is to spur economic growth amid difficult times by keeping the APBN credible, effective and well-managed. Then economic growth in 2017 was 5.3%, and this year there are three main pillars prepared by the government to maintain economic stability:

1. Optimize state revenue aimed at expanding the revenue base.
2. Managing state expenditures in a productive and quality manner directed at the utilization of a productive and priority budget.
3. Maintaining the sustainability of budget financing with a savings policy on investment financing.

The government's focus is on the independence of State-Owned Enterprises (SOE) and infrastructure through low-cost sources of financing (BPS, 2017).

The previous Japanese government, under the leadership of Shinzo Abe of the Liberal Democratic Party, balances Japan's fiscal capacity with reducing state spending, and focuses on economic policy in the form of fiscal reforms and proposes legislation in March 2007. - Encouraging nationalism and "love law" country and home "among Japanese youth (a revised specific word in the" basic composition of education *kyouiku kihon hou* ", namely" love of the motherland "(Abas, 2018).

Shinzo Abe designed three policies called Abenomics, namely monetary stimulus, fiscal stimulus and structural reform. Abe hopes to develop the Japanese economy, which is still affected by the global recession. The first policy will mobilize Japanese productivity, and the third policy will increase Japan's productivity so that the second policy will achieve ambitious fiscal goals. By accepting foreign cultures widely and adapting to new environments, Japan has undergone a notable cultural change. Diplomatic relations between Indonesia and Japan are based on the April 1958 peace agreement between Indonesia and Japan (Basnur, 2008). One of the cooperation between the two countries is economic cooperation.

The Indonesia-Japan Economic Cooperation Agreement (IJEPA) came into effect in 2007 and is one of the two countries' economic cooperation plans (Hadi, 2010). The agreement has a broad scope in the economic field, significantly to strengthen economic cooperation between Indonesia and Japan, including in infrastructure development, trade liberalization, increasing trade efficiency, and aims to increase the transportation of goods, services and services between countries. Cooperation in trade and investment. Investment and labor exchange between Indonesia and Japan (Ministry of Trade of the

Republic of Indonesia, 2018).

Workers are sent from Indonesia to Japan. The G to G (government transformation) system is used to send workers to Japan. The Japanese government's requirement for Indonesian workers is one of the critical points in the Japanese national regulation EPA ("Economic Partnership Agreement"), which can only be used in the formal sector. There are significant differences between foreign workers or skilled workers and other countries that are the destination of the workforce (such as Malaysia and Saudi Arabia), and these countries mostly employ workers in the informal sector (ITPC, 2014).

According to the EPA, the possibility of sending foreign workers is an integral part of coordinating relations between the two countries to start a technical internship program. Because for Japan, the EPA is a bilateral partnership with ASEAN countries. Although in practice, the TIP plan is not subject to the EPA agreement but is carried out through the Indonesian Ministry of Manpower and private institutions in collaboration with JITCO (Japan International Training Cooperation).

Japan has invested heavily in Indonesia and has also assisted in Indonesia. The EPA, in particular, reflects the interests of the Japanese economy, including expanding access to the Japanese market, ensuring Japanese investment, and ensuring the supply of energy and mineral resources is the industry's primary needs.

Economic liberalization that occurred between the two countries opened Indonesia's access to the Japanese market and expanded Indonesia's free trade opportunities. Such cooperation provides opportunities for Japanese investors to invest in Indonesia, which can help Indonesia develop its economy. This will also occur after four types of trade barriers, and investment has been removed or reduced (such as import tariffs and increased legal certainty).

This cooperation also encourages trade and investment in the field of standardization cooperation. The customs, ports and trade services departments are also working together to improve the investment environment and increase Japanese investor confidence. Not only that, the improvement of development capabilities, especially in the industrial sector, is to increase the competitiveness of Indonesian producers.

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The obstacle to Japanese investment in Indonesia lies in the impact of the economic crisis. Because all industries are interrelated, small industries are very dependent on the number of orders from large industries. Large-scale industries are prone to face a global crisis in the form of reduced demand, which is related to differences in industrial production levels due to specialization in the production of spare parts, which are mostly

owned by small and medium-sized capital companies. At the same time, in the construction sector, the purchasing power of real estate products is decreasing, and the condition of the government to allocate the public works budget is decreasing. Besides, the Japanese workforce is currently reducing productivity, especially its population.

Initially, the number of foreign workers used in Japan was still minimal, namely only foreign language teachers, consultants, chefs, and skilled workers with artistic talents. Since the early 1990s, the Japanese government began to realize that specific fields experienced an increase in demand for labor, but these fields became less attractive to Japanese people. This kind of work is called 3K, namely Kitsu (temporary work), Kitanai (dirty work), Kiken (dangerous work) (ITPC, 2014). The work includes formwork, scaffolding, agriculture/plantation, welding, die casting, turning, bakery, building cleaning, and others.

The development of the sector, economy, industry, chemistry, capital, labor and technology has changed, which has led to the modernization and urbanization of the industrial structure. Currently, around 42% of Japan's population lives in the three major cities of Tokyo, Osaka and Nagoya within a radius of 50 kilometers from the city center (Wada, 2014). The population of large, medium and small cities is almost the entire population of urban Japan.

The population whose livelihoods were classified according to the industrial sector in agriculture, forestry, fisheries and construction experienced a decline. The Japanese population is engaged in secondary industry, while the secondary industry is engaged in the growth of manufacturing, service and tertiary industries (trade and finance).

The Japanese government provides two apprenticeship programs for foreign workers, namely the Industrial Training Program (ITP) and the Technical Internship Program (TIP). Foreign workers working in Japan combine an ITP plan (usually up to 1 year) and a TIP plan so that they can work in Japan for a total of 3 years.

The international migration of Indonesian workers is an important issue that cannot be separated from the whole development process. On the other hand, in addition to creating foreign exchange (foreign exchange) for the country, the large number of movement of workers can also cause various problems, such as political, economic, socio-cultural and humanitarian problems.

Significantly in terms of economic development, the contribution of Indonesian workers who work abroad can benefit from the number of remittances they send. If you look at sending money from a broader perspective, it will make more sense not only in terms of money but also in immaterial terms. Things such as new ideas, modern technical knowledge, professional knowledge and work discipline are non-material remittances that have played a positive role in development.

The TIP program is a program that accepts young, experienced and inexperienced workers from various developing countries such as Indonesia whose aim is to learn while

working in the fields of industry, agriculture, plantations and fisheries in Japan. This program aims to accept experienced and inexperienced young workers or young people for practical skills/training in Japan.

Skilled / Trained workers employed in Japan not only receive on-the-job training but also receive a different monthly salary amount according to the monthly hours worked. TIP participants or better known as Kenshusei and Jisshusei. Cooperation between countries is carried out by considering the needs of Japanese workers. The labor crisis in the light, dirty and dangerous work area in which Japan is involved has caused Japan to divert its attention and openly implement TIP plans by accepting workers from developing countries. One of them is Indonesia, which has minimal employment opportunities and cannot increase national income through foreign exchange generated by workers abroad. Therefore, the central question of this research is: Why did Indonesia and Japan collaborate on TIP in 2015-2017?

## **LITERATURE REVIEW**

### **Cooperation Theory**

Cooperation is a series of relationships that are not based on violence or coercion and are legally enforced in international organizations. Collaboration occurs as a result of adjusting participants' behavior in responding to and expecting choices made by other participants. Cooperation can be done in the actual negotiation process. However, if the parties already know each other, there is no need to negotiate (Dougherty, 1997).

Collaboration can also come from an individual's commitment to the common good or an effort to meet individual needs. An essential key to cooperative behavior is the degree to which everyone trusts each other to cooperate. Therefore, the main problem of cooperation theory is to realize self-interest, that is, to obtain results that benefit both parties through cooperation, not to achieve their interests through independent efforts or competition (Dougherty, 1997).

Holsti believes that the origin of cooperation or cooperation is caused by a variety of national, regional and global issues so that more than one country needs attention, then each government proposes a solution, bargains or has a discussion. Produce technical evidence to prove that one proposal can defend another and conclude negotiations with an agreement or mutual understanding that can satisfy all parties.

### **Interdependence Theory**

Interdependence refers to the joint efforts of two or more countries to achieve specific goals. This kind of cooperation leads to interdependence between the two countries, and the two countries need each other. Yanuar Iqbal shows in that book that interdependence is interdependence. Make up for the shortcomings of each country through the comparative advantage of society (Yanuar, 2014).

Keohane and Nye describe complex interdependence in their book "Power and Interdependence". According to Keohane and Nye, the relations between the two countries are more friendly and cooperative. Then, interdependence is the interdependence of the global economy and ecology and is also close to the characteristics of the overall relationship between several countries. This complicated dependency relationship leads to a unique political process in which a country's goals will change according to regional issues in the regional politics concerned. Modernization has increased the degree and scope of interdependence between countries (Keohane, 1977).

### **Bilateral Relationship Concept**

According to Kusumohamidjojo in "International Relations, Analytical Research Framework", bilateral relations are a form of cooperation between countries that are geographically or oceanic, and its main objective is to focus on the similarity of political, cultural and economic structures. This relationship is for creating peace. (Kusumohamidjojo, 1987).

Bilateral relations have two meanings: conflict and cooperation. The meanings between the two will alternate according to the concepts given by the two countries, such as the apprenticeship cooperation program between Indonesia and Japan. Internal motivation and opinion covering the cooperative relationship between the two countries will establish good relations, aiming to resolve the internal/domestic problems of the two countries through this cooperative relationship.

Through international cooperation, countries seek to solve social, economic and political problems. The first category concerns international environmental conditions; if not regulated, it will threaten the country concerned. The second category includes certain domestic social, economic and political conditions; these conditions are considered to have a broad impact on the international system and are therefore considered a universal international issue (Coplin, 1983)

### **METHOD**

The author will use qualitative research methods. Lexy J. Moleong defines qualitative research in his book as research that aims to understand the phenomena experienced by the object of research as a whole and descriptively, such as behavior, perception, motivation, action, etc. In a special setting of nature, through the use of various scientifically proven methods, in the form of words and grammar. In this case the researcher uses auxiliary data obtained from books, websites and other documents.

### **RESULT & DISCUSSION**

#### **Indonesia - Japan relations in the TIP**

Youth employment is a top priority for the Indonesian government, employers and workers. Quality internships are essential for growing a young workforce. An apprenticeship system that combines on-the-job and non-work training in an office setting is a tried and tested link between education and the world of work. The apprenticeship system also uses technology and other innovations to drive new industrial developments. This shows that apprenticeship can provide ample human resources for economic growth.

Senior officials from Indonesia and Japan visited the two countries together to negotiate issues in their respective countries. The two countries debated and negotiated shortages of raw materials in Indonesia and Japan. The cooperation between the two countries involves various sectors, including the industrial sector and the import and export of household appliances to the economy. In the economic field, it also affects the economies of the two countries.

At the same time, Japan, which lacks raw materials, hopes to cooperate with Indonesia in the import and export sector to support the economies of the two countries. Japan has various resources that can be exported to Indonesia. Most of Japanese exports to Indonesia are used for industrial purposes, such as imports of cars, electronics, machinery, etc. Investment is also included in the economic cooperation between Indonesia and Japan.

Due to the crisis experienced by Indonesia, investment relations between Indonesia and Japan fluctuated. But until now it's getting better. By establishing and operating a wholly Japanese-owned company in Indonesia, Japan is one of the countries with the largest investment in Indonesia. Japanese companies employ a lot of Indonesian workers. Therefore, Japan is one of the countries that provides employment opportunities in Indonesia. In pursuing relations between Indonesia and Japan, two areas were considered successful in the two countries.

Before Indonesia and Japan signed a bilateral cooperation agreement, the TIP program itself was carried out long before the EPA cooperation was signed. The Japanese TIP program began in late 1994 when an agreement / memorandum of understanding (MoU) was reached between the Indonesian Ministry of Manpower and Immigration, the Directorate of Binalattas and the International Association of Small and Medium Enterprises (IMM) in Japan. in 1994.

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The TIP Program, or "Japanese Apprenticeship Program", is one of the training programs / practical skills / training of foreign workers conducted in Japan. Thus, it can be concluded that the Japanese apprenticeship is a program that accepts experienced and inexperienced young workers or young people from various developing countries such as Indonesia with the aim of working in Japanese industry, agriculture, plantations, and fisheries. TIP participants or better known as Kenshusei and Jisshusei.

JITCO is a comprehensive support organization for technical training systems. JITCO's job is to oversee the internship program, train interns from abroad, and act as a liaison for sending organizations outside Japan and accepting organizations in Japan. With the support and cooperation of the Japanese Ministry of Justice and the Ministry of Health, Labor and Welfare, JITCO has carried out a supervisory, administrative and training process.

JITCO indicates on its official website that the aim of the training and apprenticeship program is to train the skills of apprentices, which will form the basis for economic development in their respective countries and play an important role in Japan's cooperation and contribution to the international community. Some of the benefits of this program include career development in industry and company development, as well as its role in improving management quality, work practices, and cost awareness. Not only that, the plan also benefited Japanese companies by strengthening ties with foreign companies, internationalizing management, company vitality, and production profits.

In Indonesia, workers are assigned to Japan through the Ministry of Manpower and private delivery agencies. With the application of the Japanese apprenticeship system, Indonesian workers who work in Japan can work while studying. In addition to getting a salary from work, they also learn from experience and wisdom, and learn from work. After completing the internship, they need to use the cash back to Indonesia 600,000 yen. In addition, workers who work in Japan can also return to work at Japanese companies in Indonesia and will get a certificate after completing an internship for three years (ITPC, 2014).

### **Opportunities and Benefits of the TIP Program**

On the one hand, the number of jobs of Indonesian workers is increasingly limited, which demands that the government of the Republic of Indonesia take seriously and handle it. Changes in concepts and perspectives on the definition and standard of work must also be considered, because basically limited employment opportunities require creativity, because it is realized that working is not only for food, but generally as workers or workers depending on others. Humans, and work can also mean entrepreneurship and even create job opportunities for other workers.

After returning from an apprenticeship training at a Japanese company, most of this understanding gradually took shape and became a trend adopted by most foreign

apprentices in Indonesia. Changes in attitudes and behavior patterns and work culture and culture have affected the professional ethics of workers in Chaoyang countries. There are also large differences between the benefits, perks and bonuses that employees who are interns in Japan and Indonesia receive, which encourage most Indonesian apprentices to open up. The labor market itself returns and lets the country work (Yurikosari, 2015). Indonesia's overseas apprenticeship program is carried out in an orderly manner and is always a Japanese apprenticeship program. This apprenticeship program for Japan has been going on for years and has the full support of the Japanese and Indonesian governments. The Japanese apprenticeship program is an apprenticeship system because apprenticeship is included in companies, especially those engaged in industry, like participants from other countries. (Yurikosari, 2015).

Human resource development through apprenticeship is a systematic learning and training process, aimed at improving their current abilities and performance in the workplace, and to prepare for future roles and responsibilities. Through the development of existing employees, the personnel department reduces the company's dependence on recruiting new employees. If the staff is well developed, then the vacancies found through human resource planning can be filled more internally.

The purpose of development is to increase the effectiveness of employee performance to achieve certain results. The essence of development is knowledge development, skills development, and attitude change. The development of human resources aims to increase work efficiency, efficiency, accidents, morale and occupation, because the Japanese world of work is very famous for its all-time working environment and is very wasteful of energy both physically and mentally.

### **Strengthening Indonesian Japanese Relations in the field of Manpower**

Trade is one of the economic units that cannot be separated between Indonesia and Japan. The trade focus itself is on the issue of imports and exports between Indonesia and Japan. Japan is Indonesia's main export destination and largest investment. Indonesia's superior products in the Japanese market come from agriculture, fisheries and plantations. At the same time, Japan's main investment in Indonesia is in the fields of motorcycles, electronic products, vehicles and transportation equipment. Japan is very interested in working with Indonesia because Indonesia has a good economic system in the world. increasing every year (Darmawan, 2014).

Until the end of 2014, Indonesia's GDP reached US \$ 26 trillion, while the United Kingdom was ranked 9th with a GDP of US \$ 24 trillion. Based on this data, it is clear that it will attract investors from various countries to invite Indonesia to cooperate in the economic sector. Understandably, bilateral negotiations between Indonesia and Japan involve two different countries between Japan, Japan has the status of a developed country, Indonesia is a developing country, and the two countries experience economic inequality

(Darmawan, 2014).

However, the two countries are trying to achieve a balance between the three pillars of bilateral cooperation between the two countries, namely liberalization, facilitation and cooperation. We can see that the relationship between Indonesia and Japan has many benefits. Because Indonesia has the same investment as in Japan, Indonesia has also achieved many achievements in supporting our country's economy. Indonesia is also known as a country with abundant resources. With the existence of relations with Japan, many other developing countries will establish diplomatic relations with Indonesia.

Due to the good bilateral relations between the two countries, the Indonesian government, represented by the Ministry of Manpower and Immigration, is negotiating with the Japanese government represented by the Japan International Training Cooperation Organization (JITCO) and the Japan Indonesia Economic Cooperation Association (JIAEC) Training Center. The center has 500 members. The Japanese company agreed to employ 25,000 Indonesian workers (Jitco) in 2013.

### **As a Resolution to Solve Indonesia's poverty & unemployment problems**

In 2011, Japan was ranked first in terms of nominal GDP, after the United States and China, and third in the world. The country is the base and producer of large high-tech industries, such as automobiles, electronics, machine tools, steel and metals, ships, chemicals, textile products, and processed food. In addition, Japan is the world's largest automaker. 2 in the world. The agricultural industry accounts for 13% of Japanese land. Japan accounts for 15% of global catch or ranks first. 2 After China. The service industry contributes 75% of Japan's GDP. In order to successfully attract Indonesian workers to Japan and reduce unemployment in Indonesia, several strategies are needed so that Indonesian workers have a bargaining position for their users in Japan. (Kartikasari, 2013).

### **CONCLUSION**

The labor problem in Indonesia is very complex. This raises social problems at the national and local levels. Human development is part of national development, because humans are the subject and object of development. Therefore, the workforce determines the success of development, if the community (workforce) can live in prosperity, then development is considered successful. It is necessary to develop new concepts and methods based on the nuances of regional autonomy characterized by democratization and decentralization to adjust regional human resource planning to suit the needs of regional autonomy. This means that policies and plans are made based on the needs and desires of the surrounding community, so that they can overcome labor problems in the area.

Cooperation between Indonesia and Japan in human resource development: Technical

apprenticeship programs aim to improve the skills and expertise of dispatched human resources. In the implementation process, the stages of implementation methods such as lectures, on the job training, and internships provide added value to foreign workers, including Indonesian citizens, in the form of money and culture.

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