

Indonesian Human Resources Placement in Japan

*Economic Division
Embassy of the Republic of Indonesia in Japan*

Indonesia: The Land of Diversity



Archipelagic
country with
17,508 islands



1.340 ethnic groups
Over 718 local languages
“Bhinneka Tunggal Ika”
Unity in diversity



Home of 6 religions living in harmony

Indonesia: The Land of Diversity

1

Global and Regional Key Player



ASEAN
INDONESIA
2023

AZEC
Asia Zero Emission Community
Ministerial Meeting

2



Number of population
281 Million
(2024)

3



Demographic bonus
215 Million
(2024)
Working age population

4



Labour participation rate
70,63%
(2024)

5

Rich of
natural
resources

1



Nickel



Palm Oil

2



Coal

3



Tin

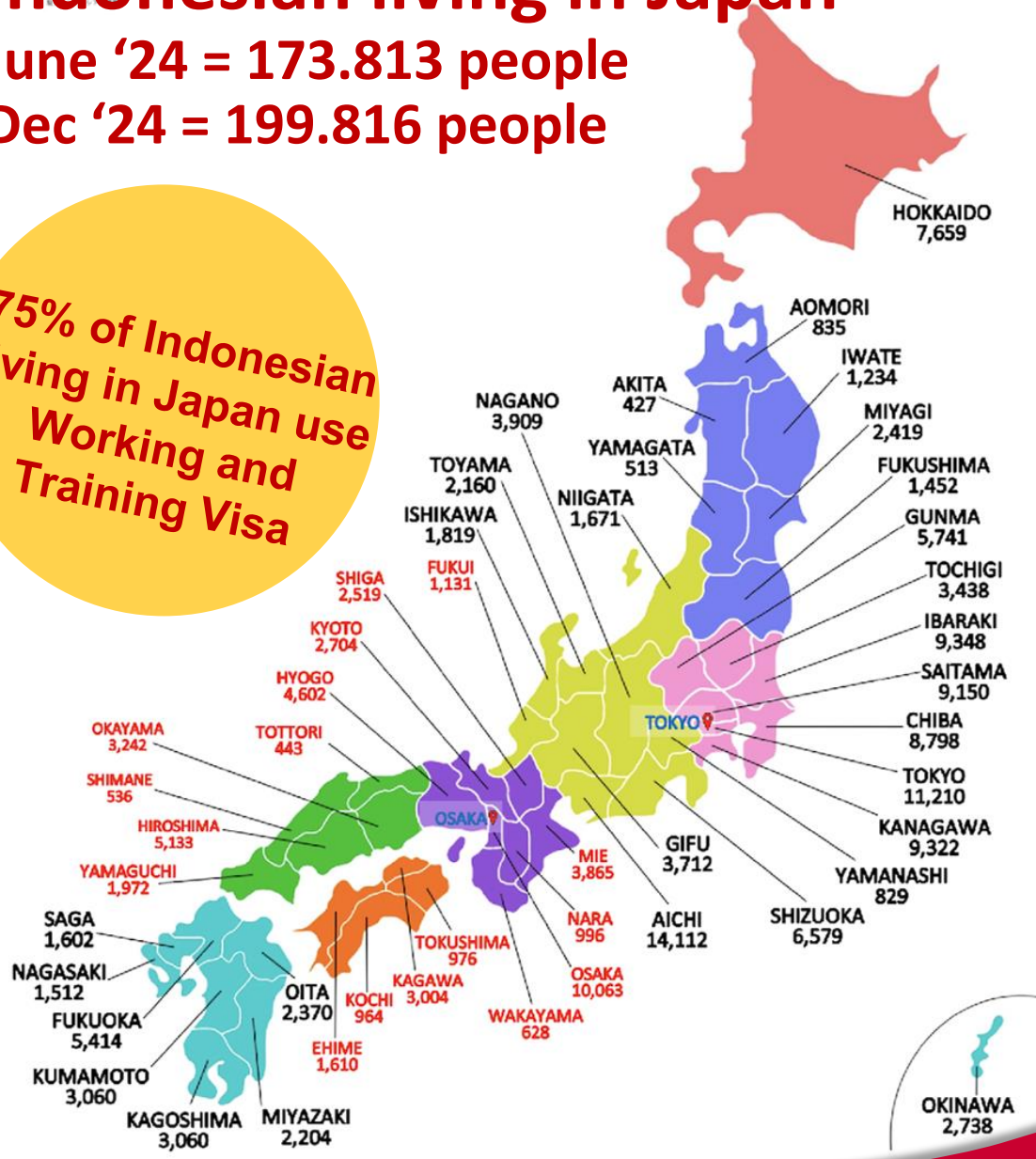
World's Producers Rankings

Indonesian living in Japan

June '24 = 173.813 people

Dec '24 = 199.816 people

75% of Indonesian living in Japan use Working and Training Visa



June 2024

Dec 2024

Indonesian TITP in Japan

87.090

100.754

Indonesian SSW in Japan

44.305

53.538

Indonesian Professional Migrant Workers in Japan*

12.510

*Including IMW with visa Advanced Professional, Highly-Skilled Professional, College Graduated White-Collar Worker or Engineering, Skilled Labor, Artists etc, and Careworker

Indonesian Human Resource Development and Employment Cooperation Program with Japan

Technical
Intern
Training
Program

Economic
Partnership
Agreement

Specified
Skilled
Worker

Indonesia – Japan
Human Resources
Placement Agreements



Human Resources
Development Program



IMW dispatchment
to Japan

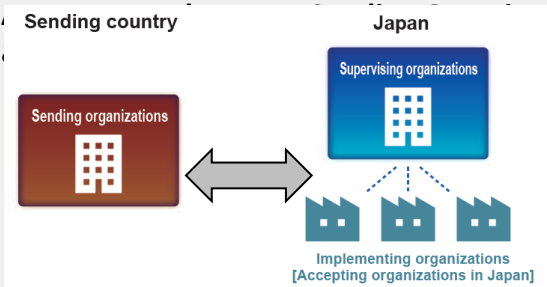


Indonesia Human Resource Development and Employment Cooperation Program with Japan

Technical Intern Training Program

Indonesia – Japan Economic Partnership Agreement

Specified Skilled Workers

	APPRENTICESHIP	APPRENTICESHIP & EMPLOYMENT	EMPLOYMENT
	Technical Intern Training Program (TITP (i), (ii), and (iii))	Indonesia – Japan Economic Partnership Agreement	Specified Skilled Worker (SSW (i) & (ii))
Principles of the Schemes	To transfer the Japanese “skills and knowledge” to developing countries in order to promote international cooperation by contributing to human resource development , which plays a central role in the economic growth of those countries.	The framework for accepting candidates for nurses and care workers under EPA is an officially recognized as special treatment aiming to enhance bilateral partnership in economic activities. The EPA program allow EPA candidates to obtain Japanese national qualifications as nurses or care workers while working and training.	To make up for the human resources shortage , given the difficulties even after national efforts to secure human resources in industrial fields (specified industrial fields), by accepting foreign workers with a certain level of skills who can work immediately and effectively.
Job Categories	158 operations in 86 categories	Nurse and Caregiver	SSW (i) : 16 industrial fields SSW (ii) : 11 industrial fields (Except Nursing Care, Automobile transportation business, railway, forestry and wood industry)
Period of Stay	5 Years Maximum TITP(i): Max 1 year, (ii): Max 2 years, and (iii): Max 2 years	Nurse Candidate (3 years + 1 year extend) Caregiver Candidate (4 years + 1 year extended) *Extension depend on test result	SSW (i) : Up to 5 Years in Total SSW (ii) : No limit to the number of times the period of stay can be extended
Skill Requirements	None except for the Nursing Care category	Nurse candidates: qualification and work experience of at least 2 years in Indonesia Care worker candidates: Having finished at least 3 years of higher education and certification by the Indonesian government, or nurse education of at least 3 years.	Skill Tests and Japanese Language Tests
Accepting Schemes	<p><For All Countries></p> <ul style="list-style-type: none">  <p>※There is also “Individual Enterprise Type” TITP.</p>	<p><For Indonesia></p> <ul style="list-style-type: none"> Arrangement between sending organization (Indonesia Govt) and accepting coordination organizations (JICWELS) exclusively conduct the sending and accepting operations. 	<p><For Indonesia></p> <ul style="list-style-type: none"> Individual Scheme through IPKOL (integrated with SIAPkerja system). SSW Candidates Workers search for jobs through IPKOL/SIAPkerja where job order by accepting organizations is posted. Private-to-private Scheme through Indonesian P3MI and Japanese Employment Placement Service Provider Transition from TITP to SSW Visa (with Letter Recommendation by Embassy)

Indonesian Labor Forces in Japan

The number of Indonesian Professionals in Japan is steadily growing. On Global Candidate Survey by Boston Consulting Group (2024), JAPAN places No.1 (32%) as preferred overseas country placement for Indonesian respondent.

Indonesia Govt. Target for SSW
Placement in Japan (2024 - 2029)



250.000
workers

Current Top 6 SSW Fields (as of Dec 2024)



Agriculture
(9.382)



Manufacture of
Industrial Products
(7.579)



Nurse Care
(12.242)



Manufacture of
Food and
Beverages
(11.753)



Fishery and
Industry
Aquaculture
(2.888)



Construction
Industry
(3.903)

Cooperation with Prefectural Government and Associations



MIYAGI PREFECTURE



JAPAN ASSOCIATION FOR CONSTRUCTION HUMAN RESOURCES

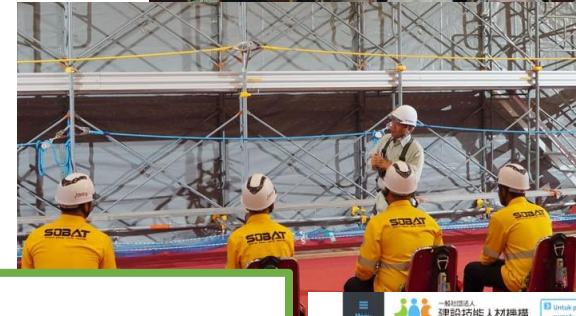


MOC on Promotion of Sending and Accepting of Indonesian TITP, SSW and Technicians to Japan



PROGRAMS

- ❖ Business Forum
- ❖ Job Fair in Indonesia
- ❖ Miyagi Career Support Center in Jakarta
- ❖ Miyagi Indonesia Association
- ❖ Japanese Language Course (Miyagi Class) for Candidate IMW



PROGRAMS

- ❖ Construction Job Seminar for Indonesian Vocational School Students
- ❖ Japan Construction Industry Hand-on Workshop
- ❖ Multilingual SSW Construction Website (Job Search Guidance, Examination, Seminar, etc)



Indonesian Government Strategy

- ❖ Increase the number of Japanese Language and Skill Examinations in Indonesia
- ❖ Improve the quality of skills of candidates of Indonesian migrant workers
- ❖ Continue to promote Indonesian Human Resources potentials to Japanese stakeholders, as well as connects Indonesian Sending Organization with Japanese Accepting Organization.
- ❖ Work closely with Japanese stakeholders to ensure smooth adaptation and strong protection for Indonesian workers, including proper living arrangements, registration for adequate insurance, and the inclusion of coverage for repatriation of remains to Indonesia in the event of death.
- ❖ Support Japanese Government initiatives to realize a society of harmonious coexistence between Japanese and foreign nationals, particularly Indonesian

THANK YOU

ありがとうございました



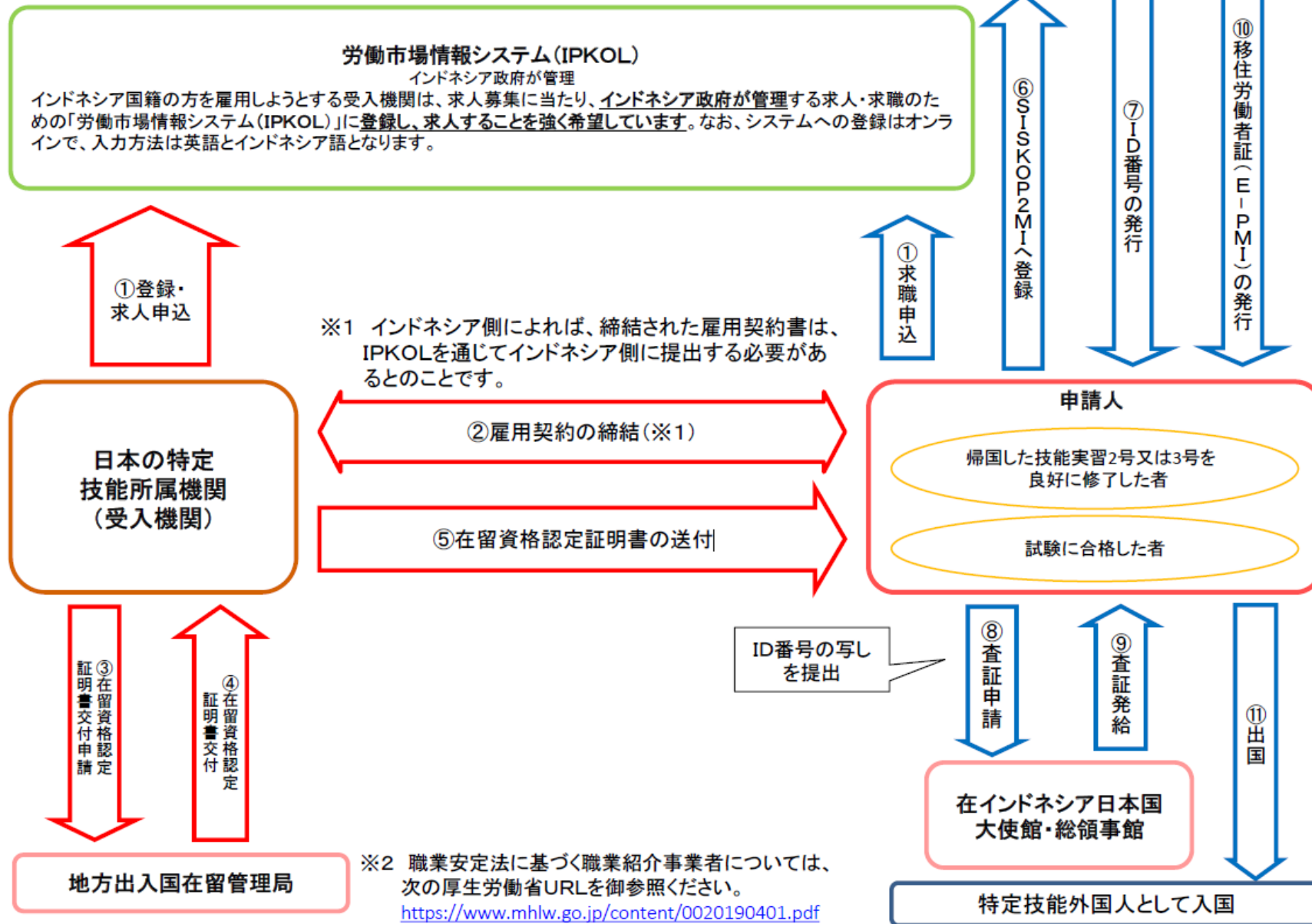
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インドネシア特定技能外国人に係る手続の流れについて

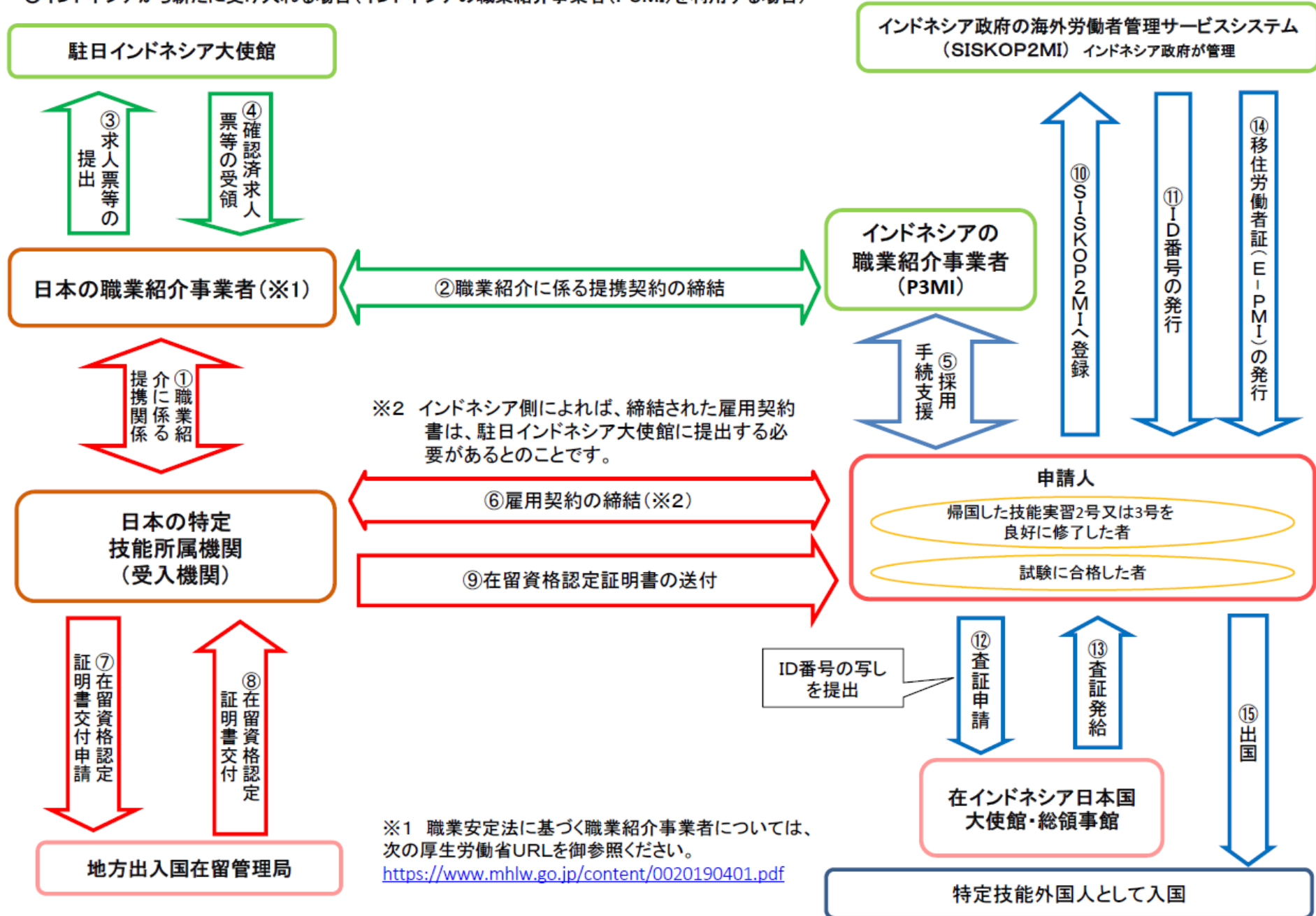
○インドネシアから新たに受け入れる場合

インドネシア政府の海外労働者管理サービスシステム
(SISKOP2MI) インドネシア政府が管理



インドネシア特定技能外国人に係る手続の流れについて

○インドネシアから新たに受け入れる場合(インドネシアの職業紹介事業者(P3MI)を利用する場合)



インドネシア特定技能外国人に係る手続の流れについて

○日本に在留する方を受け入れる場合

インドネシア政府の海外労働者管理サービスシステム
(SISKOP2MI) インドネシア政府が管理

駐日インドネシア大使館

インドネシア政府は、日本に在留する技能実習生や留学生などの中長期在留者であるインドネシア国籍の方が、日本に在留したまま、「特定技能」への在留資格変更許可申請を希望する場合には、駐日インドネシア大使館において、海外労働者登録手続をするよう求めているとされています。また、登録手続を完了した者には推薦状を発行するとしています。詳しくは、駐日インドネシア大使館に御相談ください。

③ 移住労働者証 (E-PMI) の発行

② SISKOP2MIへ登録

⑤ 登録手続済証明
(推薦状) の発行

④ 海外労働者登録
手続 (届出)

※ インドネシア側によれば、締結された雇用契約書は、駐日インドネシア大使館に提出する必要があるとのことです。

① 雇用契約の締結 (※)

日本の特定
技能所属機関
(受入機関)

申請人

技能実習2号又は3号を
良好に修了した者

試験に合格した者

⑥ 在留資格変更
許可申請

⑦ 在留資格
変更許可

地方出入国在留管理局