

## BAB 4

### KESIMPULAN

Program *Specified Skilled Workers* adalah sebuah program pemerintah Jepang di bidang ketenagakerjaan yang melibatkan beberapa negara mitra ekonomi Jepang. Program ini sendiri membuka lebih banyak sektor industri dan lapangan kerja yang tersebar di 12 bidang Industri. Program ini sendiri dibentuk atas dasar memenuhi kepentingan nasional Jepang dalam kebutuhan tenaga kerja dan juga untuk memenuhi kepentingan negara mitra program *Specified Skilled Worker*. Program *Specified Skilled Worker* ini dibuat oleh pemerintah Jepang untuk menjamin angka tenaga kerja yang cukup untuk dapat memberikan pelayanan ke masyarakat dan juga untuk dapat mencapai aktivitas produksi yang lebih efisien dan produktif. Walau di lain sisi, pengembangan dan implementasi program ini dianggap sebagai sumber lain dari diskriminasi terhadap tenaga kerja asing. Terlebih dengan cukup banyak kasus diskriminasi dalam bidang ketenagakerjaan yang terjadi pada program TITP. Namun dilihat berdasarkan kerangka kerja, program dan undang-undang yang mendasari program ini sudah lebih jauh berkembang dan lebih melindungi tenaga kerja asing. Dari sini penulis ingin melihat seberapa besar perubahan dan seberapa besar dampak program SSW ini terhadap kesejahteraan tenaga kerja asing melalui pertanyaan penelitian “Seberapa Berpengaruh Program *Specified Skilled Workers* dapat Meningkatkan Kesejahteraan Tenaga Kerja Asing di Jepang?”.

Analisa ini dapat menyimpulkan bahwa, tidak ada perubahan kesejahteraan yang signifikan yang ditawarkan Jepang melalui program kesejahteraan tenaga kerja asing dalam kerangka *Specified Skilled Workers* apabila dibandingkan dengan program *Technical Internship Trainee Programme*. Dengan menggunakan matrix

*Processes and Results*, dapat terlihat bahwa beberapa program kesejahteraan dalam SSW memang terlihat menjanjikan, namun bila dibandingkan dengan program TITP tidak ada perkembangan yang signifikan dalam hal kesejahteraan tenaga kerja asing di Jepang. Perubahan yang ditawarkan hanya sekedar *Continuesly Incremental*, yang artinya memang ada perubahan perlahan namun tidak secara besar dan mendadak. Tidak tercipatannya gejolak respon besar dari tenaga kerja asing dan masyarakat Jepang sendiri juga menjadi bukti bahwa perubahan tidaklah besar. Selain itu, Masih sedikitnya jumlah tenaga kerja asing yang diterima oleh program SSW dan dibarengi juga dengan tidak adanya konflik kepentingan yang diperlihatkan oleh masyarakat Jepang, menjadi bukti bahwa TITP dan SSW tidaklah jauh berbeda dalam soal program kesejahteraan yang ditawarkan.

Walaupun tidak banyak perubahan, pemerintah Jepang mendengarkan masukan dan juga kepentingan setiap pemangku kepentingan yang terlibat, dari internal maupun eksternal. Para pemangku kepentingan yang dimaksud berupa negara pengirim tenaga kerja asing yang mewakili para pekerja asing, pebisnis dan industri, masyarakat lokal dan kelompok konservatif, serta pemerintah Jepang sendiri yang memahami keperluan dan kepentingan ekonomi negaranya. Tekanan internal di dominasi oleh urgensi pemerintah Jepang dalam ketenagakerjaan dan juga ketakutan beberapa pihak mengenai adanya perselisihan yang terjadi antara warga lokal Jepang dengan warga asing yang masuk sebagai tenaga kerja program SSW. Dengan jumlah 360.000 visa SSW yang diberikan kepada 15 negara, ketakutan akan tindak kriminalitas juga semakin tinggi apabila beberapa tenaga kerja asing tidak terawasi. Walau sebenarnya sudah dapat dibuktikan bahwa kriminalitas pada yang dilakukan oleh warga negara asing di Jepang memiliki tren penurunan yang cukup konstan,

sehingga semakin besar tenaga kerja asing yang masuk ke Jepang tidak berkoresponden dengan peningkatan Jumlah kriminalitas di Jepang.

Sedangkan untuk tekanan eksternal sendiri, lebih banyak membahas mengenai kesejahteraan dari tenaga kerja asing yang bekerja di Jepang. Banyaknya kasus diskriminasi serta bentuk budaya kerja Jepang yang memiliki tekanan besar sangat mempengaruhi bahkan menyakiti para tenaga kerjanya yang bekerja di Jepang. Bahkan negara-negara pengirim tenaga kerja meminta adanya kejelasan mengenai perlindungan dan kerangka kerja di dalam kerangka kerja Specified Skilled Workers yang dapat menjamin kesejahteraan mereka, terlebih apabila dibandingkan dengan program TITP. Beberapa kebijakan dan regulasi dikeluarkan oleh Jepang untuk dapat menjamin kesejahteraan tenaga kerja asing agar memiliki Hak yang sama seperti pekerja lokal Jepang. Beberapa Regulasi mencakup perlindungan, upah dan juga perasaan keamanan kerja yaitu *Job Security* yang diinginkan setiap tenaga kerja.

Kesejahteraan dan Perlindungan peserta SSW pun terjamin berawal dari mereka mendarat di Jepang. 10 bentuk asistensi akan diterima oleh peserta SSW saat datang dan menginjakkan kaki di Jepang. Lalu menyoal upah para tenaga kerja asing SSW di Jepang, regulasi akan mengikuti *Japan's Labour Contract Act (LCA)* dan *Japan's Labour Standard Act (LSA)*, sehingga upah tenaga kerja asing SSW sudah disetarakan dengan tenaga kerja lokal sesuai dengan posisi dan jabatannya. LCA dan LSA juga melindungi tenaga kerja asing agar tidak bisa diputus kontrak secara sepihak dan diregulasikan tidak boleh lebih rendah dari gaji minimum prefektur. Selain itu, kesejahteraan dan keselamatan selama bekerja peserta SSW juga di jamin dengan adanya *Labour Insurance* dan *Social Insurance* yang akan dibayarkan oleh perusahaan dan juga oleh pribadi.

Di luar program yang lebih formal, untuk dapat membantu peserta SSW berkomunikasi dan berinteraksi dengan masyarakat Jepang, program SSW juga memberikan pelatihan dan kelas bahasa Jepang yang biayanya akan ditanggungkan ke perusahaan. Pemberian pelatihan bahasa Jepang juga dapat menunjang perfroma kerja mereka. Di sisi lain, SSW juga memberikan sebuah program kesejahteraan dalam bentuk hiburan. Peserta SSW dapat ikut dalam wisata ke berbagai daerah di Jepang dengan harga yang akan jauh lebih murah dari harga turis.

Walaupun perkembangan kesejahteraan relatif minim dibandingkan dengan program TITP, namun sejauh ini belum ada permasalahan yang signifikan yang dapat merusak citra dari program SSW. Terlebih masih banyak hal yang harus menjadi catatan bagi pemangku kebijakan Jepang. Masalah utama adalah masih rendahnya penerimaan dan juga aplikasi program ini. Hal ini bisa dikarenakan oleh dua hal. Pertama karena proses penyaringan yang rumit yang dirasakan oleh para calon peserta SSW. Kedua adalah daya tarik (*Pull factor*) dari program ini yang masih lemah atau masih kurang menarik. Daya tarik ini bisa ditingkatkan melalui program dengan *benefit* yang lebih menguntungkan maupun dengan memberikan jaminan yang lebih kuat secara regulasi untuk masalah kesejahteraan dan perlindungan tenaga kerja di Jepang.

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