

# The Sustainable Agents of Habitus and Capital on Prospective *Kenshūsei* (Training) and *Jisshūsei* (Intern Training) Who Migrate to Japan

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Abstract: Japan has a famous for its industrial and technological advances until today, after the 1990s Japan had an economy collapse and monetary crisis. With this phenomenon, many Japanese companies are reducing local employees for counting bankruptcy and start recruiting the overseas employee for cheaper wages. Overseas employees and workers is named with *kenshūsei* and *jisshūsei* which is a short temporary contract work system in a company in Japan. This system became a pull factor for employees in Indonesia, which became a new habitus since the 2000s. Some employees who want to migrate to Japan refer to some of the factors of habitus and capital they have. The theory and concept of this study uses Pierre Bourdieu on habitus and capital, as well as from Nanang Martono on social change strategies. The conclusion of this research is a perspective of habitus and capital of Indonesian employees who will leave for Japan.

## 1 INTRODUCTION

Nihon is the country has meaning “the origin of the sun” or “the land of the rising sun” was used to refer to Japan. Japanese society generally has a strong spirit and desire in any case, including in the world of work. In data from UNDP (United Nations Development Program), Japan entered the 17th rank worldwide with a per capita income of approximately \$ 37.268, while Indonesia was ranked with per capita income of about \$ 10.053 in 2014. Some progress factors in Japan are based on morals, ethics, culture, and many more, that have existed since Nara period (710-794) (UNDP, 2018).

The progress in Japanese industry that began in the Meiji era around 1868 until now has been in great demand by many countries such as the automotive industry, food, electronics, toys, and so forth. The development of Japanese industry in the 1940s has focused on military products for the war with other countries, such as China, Taiwan, Korea, and Southeast Asian countries. That products are generally related to air, ground and marine technology, in addition there are some technologies adopted and cooperation with the German state which aims to master the attacks of the allied forces.

On August 15, 1945, Japan had surrendered unconditionally to its allies and on September 2, 1945 the Japanese signed an official treaty ending the war. After the World War II ended, the Japanese state had a population explosion known as baby boom or in Japanese which named *dankai no sedai* (団塊の世代) in 1947 - 1949. The second baby boom occurred again in 1971 - 1974, this is happened again because most people who born in the first baby boom years have grown, married, and have more than 2 children.

In 1990, Japan had a monetary crisis that resulted in some companies going bankrupt, inflation, and, some cases of unilateral dismissal of employees. Several companies are still surviving, they are cut off some employees to save the expenses of employees' salaries. From these circumstances, the Japanese government took steps to create an employee recruitment system with recruiting foreign labor with wages below Japanese standards to save Japanese companies. The Japanese government took steps in cooperation in sending workers from outside Japan, one of state is Indonesia. By 2016, Indonesian is ranked as the 4th in 8.2%, number about 18,744 employees from Indonesia working in Japan (Ministry of Health, Labour and Welfare, 2016).

This number still grown up until now and Japanese government need this human resource to counter the out number of Japanese workers since 1990. The other factors of decline number on local labor in Japan is because the abolition of a lifelong work system or in Japan called *shūshinkoyō* (終身雇用), divorce, reduced birth rate, and family split. Thus, the decline in the number of Japanese employees, the Japanese government took steps to accept foreign workers, so that the opportunity of foreign workers who wander or migrate to Japan. Japanese government finally found a solution to keep the Japanese industry from bankrupt with recruiting foreign workers compared to local employees. The foreign workers program which named *kenshūsei* and *jisshūsei*. The working system is divided into 2 periods known as *kenshūsei* and *jisshūsei* (研修生・実習生), *kenshūsei* period which means training and *jisshūsei* period are intern training.

## 2 DISCUSSION AND RESULT

The trainee and intern trainee system for foreigners (外国人研修制・実習制度 / *gaikokujin kenshūsei and jisshūsei seido*) have been established since April 1993 and the needs continue to grow. Data from the Ministry of Health, Labor and Social Affairs of Japan (2006), *kenshūsei* and *jisshūsei* who learn and working the science and engineering in small-medium enterprises in Japan, only few employees can develop science and technique after came back to Indonesia. The initial principle of the *kenshūsei* and *jisshūsei* system is *hitozukuri* (人づくり) which means "to form human beings". Everyone should be able to maximize and develop science and engineering in the company when in Japan according to ability and according to work, then able to apply his knowledge and techniques in his homeland, establish a relationship between Indonesia and Japan in industry, science, and technology (Ministry of Health, Labour and Welfare, 2016).

*Kenshūsei* period is usually for 10 months and after that they must take the examines to became *jisshūsei* or intern training will take for 2 years 2 months. The wage is regulated by Japan's Ministry of Health and Labor and Social Affairs, their wages is enormous if calculated or compared to income in Indonesia. This phenomenon becomes a "pull factor" or driving for Indonesian factory workers willing to work or migrate to Japan to improve their family's

economy, while wages of factory workers in Indonesia is a small and this is becoming a "push factor" to seek a better income.

If someone want to reach a higher career in the company, usually takes a long time to achieve a high enough position such as supervisor or manager. The employees appointed by his superiors to get promoted positions on condition that he/she must want to go to Japan or want to take as a shortcut, they will take *kenshūsei* and *jisshūsei* program. According to Sartain et. al., they be motivated in their career are categorized as follows (Syamsul, 2015):

1. Motivation by force
2. Motivation by enticement
3. Motivation by identification / ego-involvement

These three motivations result in different "goals", from which these motivations form a diverse habitus of employees, depending on the capital (strategy) they have during their lifetime. The capital owned by the employee is formed from habitus and environment (field) from childhood to enter the company. If that employee has a family background with economically well-off and has a family, usually he/she only has a habit of working in the safe zone and will return to work in the company in accordance with positions or positions previously agreed.

According to Bourdieu, habitus is a system of disposition used at the practical level as categories and principles which become the principle of social organization to accept practical to the construction of objects. A person's habits are formed from the experience and place he experiences. He usually takes results and acts on and finds ones that have become the principles that constitute a social institution or practical action that refers to his social circle.

Habitus is a complex concept, but easy to use if we can understand the structure based on, sensitivity, disposition, and taste. Habitus is usually an objective result against a social structure based on a person's level of subjectivity. Bourdieu gives much of his explanation of the symbolic violence (symbolic violence) that cannot be found in everyday life and becomes a dynamic relationship in social life (social domination) (Christina, 2010).

1. Habitus is a generative dynamic structure that adapts and accommodates itself to another dynamic meso level structure composed primarily of other actors, situated practices and durable institutions (fields). Meso level is the level of research that leads to the location, size, or scale of

research targets, such as clans, tribes, communities, villages, civilizations, and so on.

2. Habitus is a purely rationalist positional formalism with social agents that can be used in various forms of capital and social agents as a mechanism that develops, cognitive, emotional, orientation, physical, and institutional.
3. The constituent structure of an environment produces a habitus, a sustainable system, a transferable disposition, a structure intended to form a new structure, representation, as the principle of generation, and the arrangement of practice. The practices generated by the developmental habitus are the principles of a strategy generator that allows the agent to cope with changing needs and change.

After the trainee and intern trainee learn and working in Japan for 3 years, mostly they are changing. Like attitude, habit, intellection, appearance, and so on; change into more advanced, mature, modest, intelligentsia, and more. They habit, or habitus was formed when they in Japan, it is a generative dynamic structure that adapts and accommodates itself to another dynamic meso-level structure composed primarily of other actors, situated practices and durable institutions (field).

Habitus designates the durable and transposable dispositions system by which we perceive, judge in act in the society. These schemes which are not normally aware of are acquired by the durable exposure to conditions and social conditioning, by internalizing the constraints and external circumstances. This means that they are shared by the persons who undergo similar experiences, even if each of them has an individual way of manifestation in that common matrix. Symbolic capital refers to the effects of any capital forms, as a resource and means of exercising power through symbolic domination. Thus, habitus is a set of durable and transposable dispositions which shape people's perceptions, judgement, and actions in the world (Edgerton & Roberts, 2014).

IKAPEKSI (*Ikatan Pengusaha Kenshūsei Indonesia*) is stand for Association of Entrepreneurs Kenshūsei Indonesia, one of mission is to become an intermediary between alumni and Japanese companies. On March 20<sup>th</sup>, 2018, this association was start at meeting in BBLKN Cevest between IMM Japan Trainee Alumni, IMM Japan CEO, Expert Staff from KUKM (*Koperasi Usaha Kecil-Menengah*, which mean Cooperation of Small-

Medium Enterprises), Marine, and many more. In this meeting they are looking for a solution and motivating several alumni to form trainee to build an association as motivator for apprentice alumni who wanted to build business (IKAPEKSI, 2018).

On April 20<sup>th</sup>, 2013, IKAPEKSI has been officially, while due to the continued increase of members who register after being socialized through Social Media (Forum Kenshūsei, Ikat Jepang, and others), email, and several actions at Seminars in Japan. IKAPKESI has a vision and mission:

Vision:

- To have an active role in Indonesia's economic development.

Mission:

- Encourage entrepreneurial spirit for alumni *kenshūsei* and *jisshūsei*.
- Establishing *kenshūsei* and *jisshūsei* alumni business community.
- Establish cooperation with Japanese companies.
- Cooperating between member and other members.
- Promoting member companies to Japanese investors.

The routine activity is introducing the business prospect in Indonesia for *kenshūsei* alumni who just arrived in Indonesia. For the business prospect in Indonesia divided into 3 terms:

Short-term

- Entrepreneurship Training, Business Proposal Creation.
- Making workshop seminar and business motivation.
- Grouping of business fields for each member.

Medium-term

- Analyse competitive business prospects.
- Developing Human Resources to compete globally.
- Assist in building independent business for new members.

Long-term

- Build a company that has high competitiveness.
- Promoting themselves to Foreign Investors, especially Japanese Investors.
- Building the nation through an active role in the Nation's economy.

Those *kenshūsei* and *jisshūsei* alumni who came back from Japan, they will be recruiting to an agent

society of business with Japanese company. Many workers came back to last work or position, IKAPEKSI build upon *kenshūsei* and *jisshūsei* alumni to stand as a businessman and build Indonesian industry with Japanese company. Business with Japanese company which mean together build and helping Japanese company and country. Together analyse the most competitive business prospect for future, together forming the cooperation some business, building a trust relationship and networks for business partner.

According to Cassirer, 'the field is not a thing-concept, but relation-concept; it is not composed of pieces but is a system, a totality of lines of force'. If Japan and Indonesia relationship will grow and bonding, this field will be making the power of relations will stronger. As cited from Bourdieu, a field is a relatively autonomous domain of activity that responds to rules of functioning and institutions that are specific to it and which define the relations among the agents (Kemenakertrans, 2018).

As mission of IKAPEKSI, *kenshūsei* and *jisshūsei* alumni are also required and hopefully can give workshops or seminars to candidate employees who will go to Japan. They will explain the experiences when in Japan, key success tips, and remind the candidates that after returning to Indonesia, they can contribute and build the Indonesian industry. The experiences such a using new technology, methods, Japanese ethics, morals, culture, and so on. Maybe some employees hard to believe what happen or experienced by alumnus, only hearing with no experience, and just imagine what they said.

IKAPEKSI will give some task to write down the essay to candidate about future after going back to Indonesia. As interviewed with Drs. Bagus Marijanto, MA (Planning Bureau Chief on KEMENAKERTRANS), many *kenshūsei* and *jisshūsei* alumni had succeeded because they start from well-off economy, broken home, and had a bad reputation from school. After they got training, workshop, and seminar from *kenshūsei* and *jisshūsei* alumni, they want and must success through the *kenshūsei* and *jisshūsei* program. The candidate thinking, they will not only be working for money, they are thinking and want to build some new movement or innovation after they came back to Indonesia.

*Kenshūsei* and *jisshūsei* alumni recruited by IKAPEKSI, they have gained high science and technology while working in Japan. It will be developed in a Japanese company or build its own company with the science and technology what it

has been learned. According to Bourdieu, employee habitus generally has a high level of education and specialized to form competent human resources and easy to gain a career in the company (Hilgers & Mangez, 2015).

Bourdieu and Wacquant also pointed out, social agents are of course not particles, mechanically pushed and pulled by external forces: 'They are, rather, bearers of capitals and, depending on their trajectory and on the position, they occupy in the field by their endowment (volume and structure) in capital, they have a propensity to orient themselves actively either towards the conservation of the distribution of capital or towards the subversion of that distribution' (Martono, 2016).

Based on data from JETRO (Japan External Trade Organization) in 2014, the number of Japanese companies listed in Indonesia there are 1449 companies. This number still grown up because Japanese enterprises or companies trusted Indonesian company and more important is what IKAPEKSI work on Japanese company. Alumni *kenshūsei* and *jisshūsei* will always be recruited by Japanese companies and what more better things is alumni make their own company in the hope to cooperate or as a supplier of Japanese companies. These companies already understand what is needed by Japanese companies, such as speed, accuracy, tidiness, cleanliness, and so forth in accordance with Japanese cultural and business ethics.

On Sunday, October 8<sup>th</sup>, 2017, IKAPEKSI INDONESIA has been held the 2nd Alumni Internship of Japan Magical Reunion which is a meeting and celebrating with fellow friends, *kōhai* (juniors), *senpai* (seniors), *sachōū* (directors), and *sensei* (lectures). In this opportunity also accompanied the agenda business matching, sharing business & networking, job fair, motivation & training of entrepreneurship, and business inspiration's workshop at Grand Karawang Indah Hotel and Amaris Hotel.

### 3 CONCLUSION

Indonesian employees or workers who works in Japan as recruiting by Ministry of Manpower and Transmigration with IMM Japan, they are already projected to be agents of new habitus for building industry and economy of Indonesia country. Before going to Japan, they get some training and knowledge by some agents from IKAPEKSI (Alumni Association of *Kenshūsei* Indonesia). Then they go to Japan as *kenshūsei* and *jisshūsei*, they

must build and creating a competent manpower for Indonesia in Japan. After 3 years, they will back to Indonesia as alumni *kenshusei* and *jisshusei* to be actors or agents that provide new habitats to prospective *kenshusei* and *jisshusei*. After return to Indonesia, they can join to IKAPEKSI to re-build industry and economy of Indonesia and preparing the candidates *kenshusei* and *jisshusei* to Japan.

The sustainability of agents must be continuing to prospective *kenshusei* and *jisshusei* for build and create a new habitus for them. The new habitus is a habit formed between culture, work ethics, science, Japanese work techniques, and many more. The formation of new habitus from these agents can form like a snowball, building a good connection, and the results can be shared between Japan and Indonesia. This sustainable system must be maintaining together, therefore Japan and Indonesia can developing the industry and economic for future and beyond.

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