

ABSTRAK

Skripsi ini bertujuan untuk menganalisis secara mendalam desain dan mekanisme kerja sama bilateral antara Indonesia dan Jepang dalam mengelola dinamika serta penanganan konflik sosial yang melibatkan Pekerja Migran Indonesia (PMI). Krisis demografi di Jepang berupa penuaan populasi (*aging population*) dan penyusutan tenaga kerja produktif mendorong Tokyo membuka pasar kerja bagi tenaga kerja asing melalui skema *Technical Intern Training Program* (TITP) dan *Specified Skilled Worker* (SSW). Di sisi lain, implementasi program tersebut di lapangan diwarnai oleh berbagai konflik sosial dan kasus menyimpang yang dipicu oleh tekanan ekonomi struktural ekstrem, seperti jeratan utang pada Lembaga Pelatihan Kerja (LPK) di tanah air. Penelitian ini menggunakan pendekatan kualitatif-deskriptif dengan teknik pengumpulan data berupa studi dokumentasi, observasi partisipatif virtual melalui platform *VR Chat*, serta wawancara mendalam luring bersama Ketua Umum Buruh Migran Nusantara dan informan warga negara Jepang. Analisis data dibedah menggunakan kerangka Teori Kerja Sama Bilateral dari K.J. Holsti dan Teori Konflik Struktural dari Karl Marx serta Ralf Dahrendorf. Hasil penelitian menunjukkan bahwa instrumen kontrol imigrasi berupa status izin tinggal (*zairyū shikaku*) yang kaku melahirkan ketergantungan struktural PMI terhadap perusahaan sponsor sehingga memperlemah posisi tawar pekerja dan memicu konflik laten di lingkungan industri. Kendati demikian, secara kelembagaan pihak Jepang tetap mempertahankan persepsi positif terhadap identitas dan karakter PMI yang dinilai santun dan patuh. Ketegangan sosial yang timbul diklasifikasikan sebagai *managed conflict* dalam ranah *low politics* yang direspons melalui langkah-amtat berupa reformasi kebijakan transisi TITP menuju SSW guna meminimalisir intervensi aktor ilegal. Penelitian ini menyimpulkan bahwa efektivitas perlindungan PMI memerlukan penutupan celah kelembagaan (*institutional gap*) melalui integrasi sistem pengawasan bersama (*joint monitoring*) serta penguatan pendekatan preventif berbasis karakter sebelum keberangkatan pekerja.

Kata Kunci: Kerja Sama Bilateral, Konflik Sosial, Pekerja Migran Indonesia

ABSTRACT

This thesis aims to analyze in depth the design and mechanisms of bilateral cooperation between Indonesia and Japan in managing the dynamics and handling social conflicts involving Indonesian Migrant Workers (PMI). The demographic crisis in Japan, characterized by an aging population and a shrinking productive workforce, has prompted Tokyo to open its job market to foreign workers through the Technical Intern Training Program (TITP) and Specified Skilled Worker (SSW) schemes. However, the implementation of these programs in the field has been marred by various social conflicts and deviant cases triggered by extreme structural economic pressures, such as debt bondage at Vocational Training Institutions (LPK) in Indonesia. This research uses a qualitative-descriptive approach, with data collection techniques consisting of documentation studies, virtual participatory observation through the VR Chat platform, and in-depth offline interviews with the General Chairperson of the Indonesian Migrant Workers Association (PBNI) and Japanese informants. Data analysis is conducted using the framework of K.J. Holsti's Bilateral Cooperation Theory and the Structural Conflict Theory of Karl Marx and Ralf Dahrendorf. The results of the study indicate that the rigid immigration control instrument in the form of a residence permit (zairyū shikaku) creates a structural dependence of Indonesian migrant workers on sponsoring companies, thereby weakening workers' bargaining power and triggering latent conflicts in the industrial environment. However, institutionally, Japan maintains a positive perception of the identity and character of Indonesian migrant workers, who are considered polite and obedient. The resulting social tensions are classified as managed conflicts in the low political realm, which are responded to through amtat measures in the form of policy reforms from TITP to SSW to minimize the intervention of illegal actors. This study concludes that the effectiveness of Indonesian migrant worker protection requires closing institutional gaps through the integration of a joint monitoring system and strengthening a character-based preventive approach before workers' departure.

Keywords: *Bilateral Cooperation, Social Conflict, Indonesian Migrant Work*