

ABSTRAK

Jepang selama beberapa dekade terakhir menghadapi permasalahan demografis yang semakin serius, terutama penuaan penduduk, rendahnya tingkat kelahiran, serta menyusutnya populasi usia produktif. Kondisi tersebut berdampak langsung pada meningkatnya kekurangan tenaga kerja di berbagai sektor strategis seperti konstruksi, pertanian, perawatan lansia, hingga perhotelan. Di tengah stagnasi pertumbuhan ekonomi pada periode 2015 - 2018, pemerintah Jepang di bawah kepemimpinan Perdana Menteri Shinzo Abe mengambil langkah kebijakan penting melalui amandemen *Immigration Control and Refugee Recognition Act* pada Desember 2018 yang kemudian melahirkan program *Specified Skilled Worker* (SSW) atau *Tokutei Ginou*, yang resmi berlaku pada April 2019. Program ini membuka jalur legal penerimaan pekerja asing terampil untuk mengisi kekurangan tenaga kerja pada 14 sektor pekerjaan dengan skema selektif melalui dua kategori status tinggal, yaitu SSW tipe 1 dan SSW tipe 2. Penelitian ini menggunakan kerangka teori sistem politik David Easton. Hasil penelitian menunjukkan bahwa kebijakan SSW merupakan respons sistem politik Jepang terhadap *input* berupa tekanan demografis, kebutuhan tenaga kerja struktural, serta tuntutan aktor ekonomi seperti asosiasi bisnis, industri, dan pemerintah daerah. Proses konversi kebijakan berlangsung melalui dukungan institusional dan politik dari partai penguasa, sehingga menghasilkan *output* berupa regulasi status tinggal baru yang lebih terstruktur dibandingkan sistem sebelumnya. Namun, *feedback* menunjukkan bahwa implementasi SSW masih menghadapi tantangan, seperti proses administrasi yang panjang, target penerimaan yang belum sepenuhnya tercapai, serta kritik terhadap mekanisme seleksi dan integrasi yang dianggap terlalu ketat.

Kata Kunci: Jepang, *Specified Skilled Worker*, Migrasi Tenaga Kerja, Kebijakan Imigrasi, David Easton.

ABSTRACT

Over the past few decades, Japan has faced increasingly serious demographic problems, particularly an aging population, low birth rates, and a shrinking working-age population. These conditions have had a direct impact on the growing labor shortage in various strategic sectors such as construction, agriculture, elderly care, and hospitality. Amidst economic stagnation in the 2015-2018 period, the Japanese government under Prime Minister Shinzo Abe took an important policy step by amending the Immigration Control and Refugee Recognition Act in December 2018, which gave birth to the Specified Skilled Worker (SSW) or Tokutei Ginou program, which officially came into effect in April 2019. This program opened a legal pathway for the admission of skilled foreign workers to fill labor shortages in 14 job sectors through a selective scheme with two categories of residence status, namely SSW type 1 and SSW type 2. This study uses David Easton's political system theory framework. The results show that the SSW policy is the Japanese political system's response to inputs such as demographic pressures, structural labor needs, and demands from economic actors such as business associations, industry, and local governments. The policy conversion process took place through institutional and political support from the ruling party, resulting in the output of new residency status regulations that were more structured than the previous system. However, feedback shows that the implementation of SSW still faces challenges, such as lengthy administrative processes, unmet admission targets, and criticism of selection and integration mechanisms that are considered too strict.

Keywords: *Japan, Specified Skilled Worker, Labor Migration, Immigration Policy, David Easton.*