

Decoding the Myths of working in Japan

Saturday, Dec 17th, 2022



Presented by :
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About me

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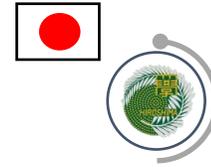
Universitas Indonesia

Bachelor's degree
2005 – 2009



Universitas Indonesia

Master's degree
2009 – 2011



Hiroshima University

Doctor of Engineering - PhD
2013 – 2016

- Work Experience -



**Guest Lecture at Swiss
German University**
2016 - Now



**CEO of Elite Tutors
Indonesia**
2015 - Now



Lecture at Indonesia University
2009 - 2017



**Assistant Profesor at
Mercubuana University**
2018 - Now



**President director of Indonesia
Manpower Solution**
Jul 2022 - Now

Agenda



Introduction



Myth Working in Japan



QnA Session



Discussion

01

QnA Session



Does Japan has a culture of working long hours ?



TRUE



FALSE

1. Working culture

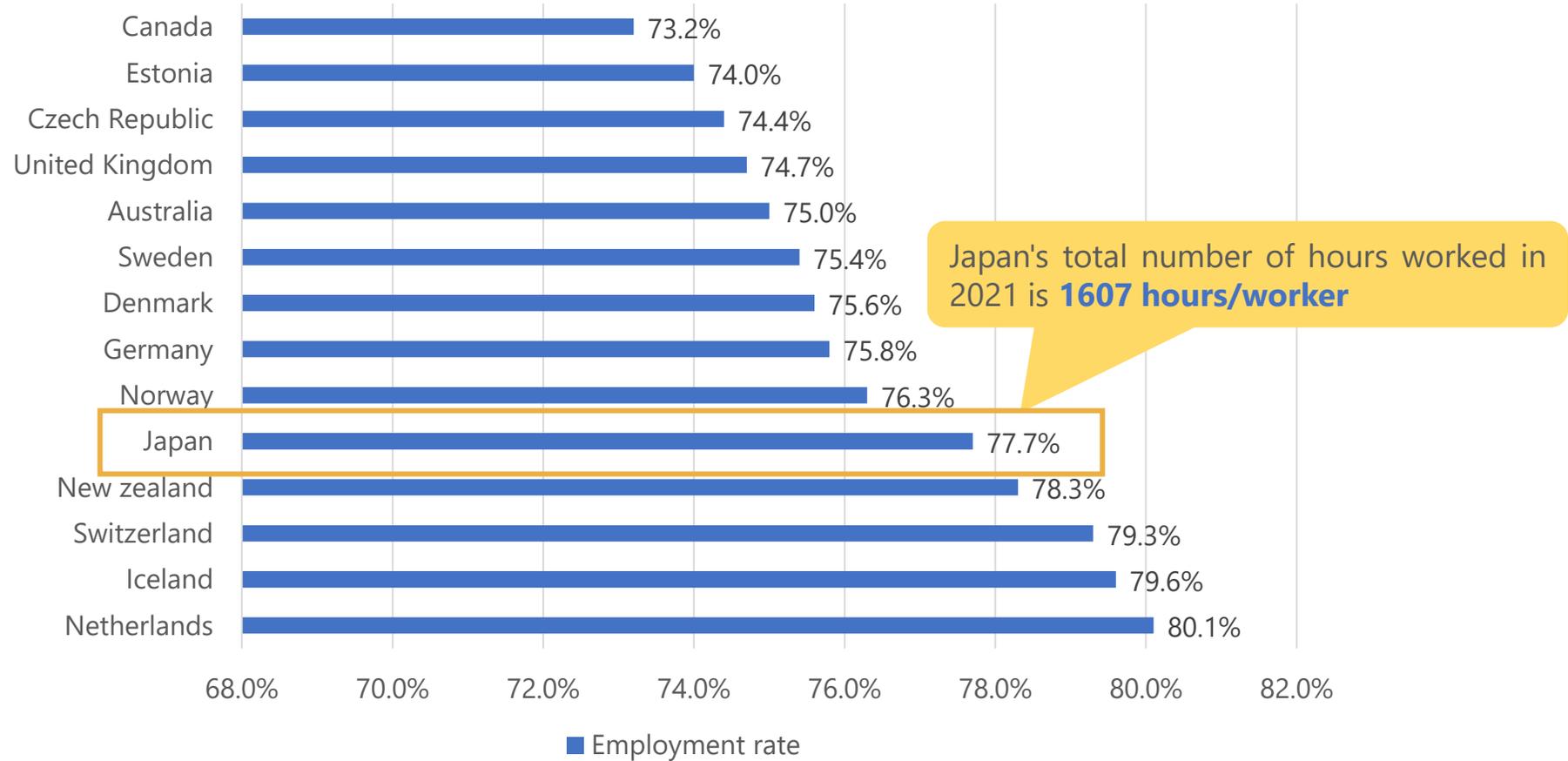


Fig 1. Employment rate in OECD countries in 2021

Source : data.oecd.org

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

02

QnA Session



Does Japan has a strong formality culture ?



TRUE



FALSE

03

QnA Session



Does Japan has a strong seniority culture ?



TRUE



FALSE

04

QnA Session



Does Japan has a focus on individual rather than group ?



TRUE



FALSE

05

QnA Session



Does Japan has a party culture after working time ?



TRUE



FALSE

06

QnA Session



Does Japan has a few break in working time ?



TRUE



FALSE

5 major differences between Japanese and American workplaces

Source : Sara Yasmin, 2018

- Myth 2** Japanese workplaces are more formal
- Myth 3** In Japanese companies, employees must get their superiors' approval whenever they make a decision
- Myth 4** American workplaces focus on the individual; Japanese workplaces focus on the group
- Myth 5** Japanese workers are often expected to party with coworkers after hours
- Myth 6** In both countries, employees work long hours and take few breaks

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

07

QnA Session



Is healthcare in Japan expensive ?



TRUE



FALSE

Table 1. National Health Insurance & Health Insurance Benefits

Source : data.oecd.org

(As of April 2012)

012)

	Payment	National healthcare insurance (local authority)	Healthcare insurance		
Healthcare payments	Healthcare Benefits Visiting nursing healthcare	Until the entry into primary school: 80% After junior high school to 69 years: 70% 70-74 years: 80%* (those whose taxable income is more than average taxable income of the active workforce (1,450,000 yen per year): 70%)			
	Meals during hospitalization expenses	Standard amount borne for meals: ¥260 per meal Low income persons after the 90th day of hospitalization: ¥160 per meal	Low-income persons: ¥210 per meal Persons of particularly low income (70 years old and over): ¥100 per meal		
	Living care during hospitalization (65 years old and above)	Living care standard fee: ¥460 per meal (meal cost)* + ¥320 (residential cost) Particularly low-income persons: ¥130 per meal (meal cost) + ¥320 (residential cost) (* ¥420 at the insurance medical institutions that calculate living care during hospitalization (II))	Low-income persons: ¥210 per meal (meal cost) + ¥320 (residential cost) Persons receiving senior citizens welfare benefits: ¥100 per meal (meal cost) + ¥0 (residential cost) Note: The amount borne by patients with serious diseases will be the living care standard fee		
	High-cost medical care expenses (with individual limit)	Aged under 70 years (High income) ¥150,000 + (medical expenses - 500,000) × 1% (¥83,400) (General) ¥80,100 + (medical expenses - 267,000) × 1% (¥44,400) (Low income) ¥35,400 (Figures in parenthesis are for the fourth month onwards)	Aged 70 to 74 years (Working income level) ¥80,100 + (medical expenses - 267,000) × 1% (¥44,400) (General*) ¥44,400 (Low income) ¥24,600 (Particularly low income) ¥15,000	Hospitalization	Outpatients (per person) ¥44,400 ¥12,000 ¥8,000 ¥8,000
Cash payments	Lump-sum allowance for childbirth	Contents of benefits are decided by separate regulations. (Most insurers pay ¥420,000 (¥390,000 if the additional payment set out in the maternity medical care compensation scheme does not apply.)	Lump-sum allowance for childbirth	¥420,000 paid in the instance of the insured person or their dependent giving birth (¥390,000 if the additional payment set out in the maternity medical care compensation scheme does not apply)	
	Lump-sum funeral allowance, burial costs	Contents of benefits are decided by separate regulations. (Most local authorities pay at a rate between ¥10,000-50,000) Practiced by most local authorities	Burial costs	Fixed amount of ¥50,000 paid in the instance of the insured person dying	
			Family burial costs	Fixed amount of ¥50,000 paid in the instance of the insured person's dependent dying	
	Invalidity benefit	Voluntary benefit (Not practiced by any local authorities)	In the case that the insured person becomes unable to work because of medical treatment being received for a cause not related to work, an amount approximate to two thirds of that persons standards daily wage will be paid daily for a maximum period of 1 year and 6 months.		
Maternity allowance	During the maternity leave taken by the insured person, an amount approximate to two thirds of that persons standards daily wage will be paid daily for a maximum period of from 42 days prior to the birth to 56 days after the birth.				

* Since April 2008, patients' on-the-spot copayment has not been changed from 10%; maximum monthly copayments of high-cost medical care has not also been changed as shown in this table.

Myth 1 Myth 2 Myth 3 Myth 4 Myth 5 Myth 6 **Myth 7** Myth 8 Myth 9 Myth 10

Myth 11 Myth 12 Myth 13 Myth 14 Myth 15 Myth 16 Myth 17 Myth 18 Myth 19 Myth 20

08

QnA Session



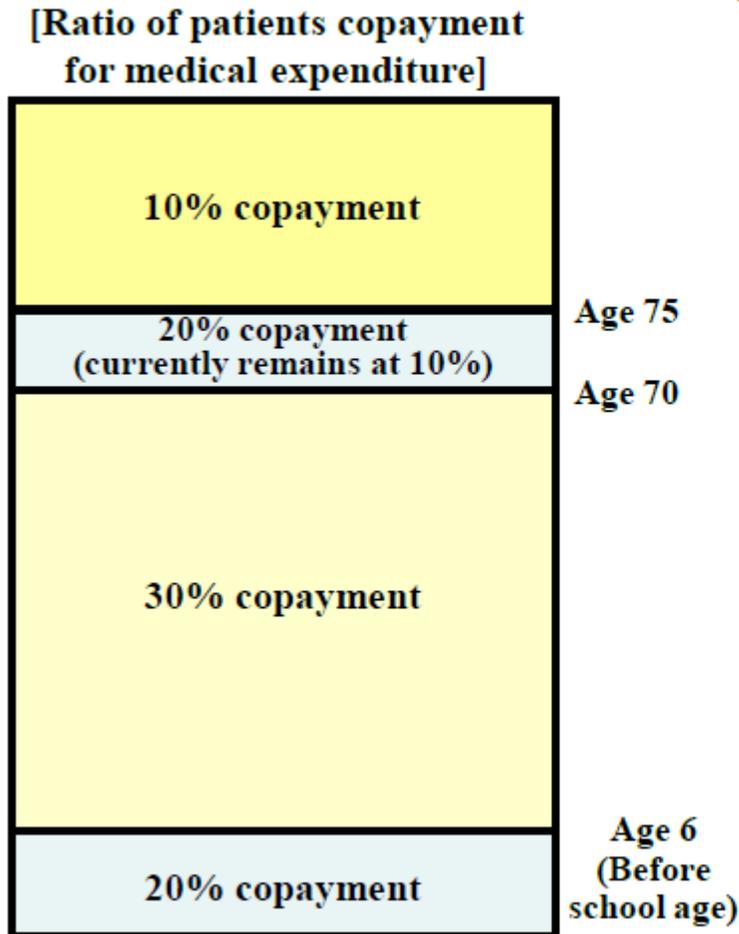
Is premium for national health insurance in Japan expensive ?



TRUE

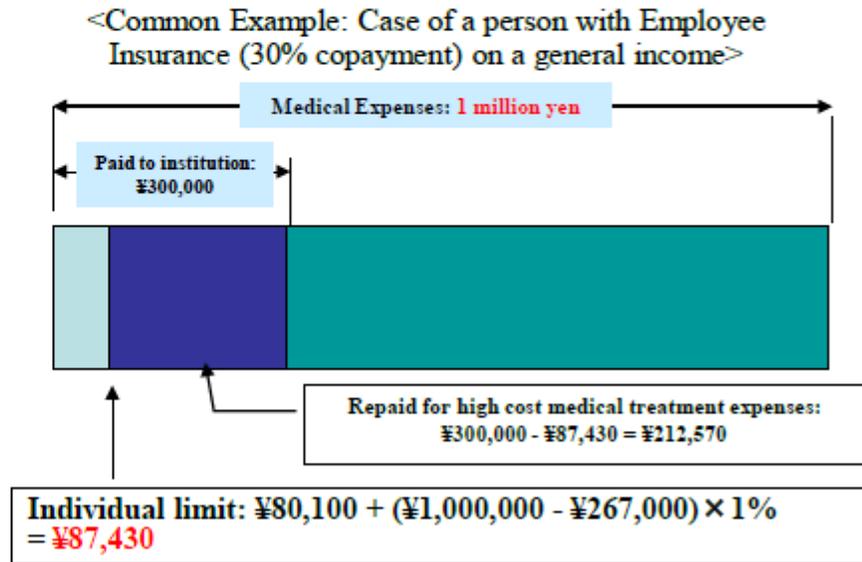


FALSE



○ High Cost Medical Treatment System

A system that any amount that exceeds the fixed monthly limit will be paid in order to ensure that the financial burden on the patient does not become too great.



Note: There are three levels of maximum monthly copayment, i.e. standard, high-income earner and low-income earner, depending on the income of the insured person.

Fig 2. Patients Copayment for Medical Expenditure

Source : data.oecd.org

Myth 1 Myth 2 Myth 3 Myth 4 Myth 5 Myth 6 Myth 7 **Myth 8** Myth 9 Myth 10

Myth 1 Myth 2 Myth 3 Myth 4 Myth 5 Myth 6 Myth 7 Myth 8 Myth 9 Myth 10

09

QnA Session



Is K12 basic education in Japan free ?



TRUE



FALSE

10

QnA Session



Is study higher education in Japan expensive ?



TRUE



FALSE

Table 2. Average admission and tuition fees for the first year

Source : studyinjapan.go.jp

	National	Local Public	Private (excludes medical, dental, and pharmaceutical programs)	Private (medical, dental, and pharmaceutical program)
Graduate School	Approx. 820,000 yen	Approx. 930,000 yen	Approx. 1,000,000 yen	Approx. 800,000 yen
University (Undergraduate)	Approx. 820,000 yen	Approx. 930,000 yen	Approx. 1,100,000 yen	Approx. 3,200,000 yen
Junior College		Approx. 610,000 yen	Approx. 960,000 yen	

Myth 9

The K12 education system in Japan is recognised and well-known worldwide. Public schools are of two types:

National Schools that are set up and **financed by the national government**

Local Schools that are set up by the municipal government and **financed by all 3 levels of government**

Myth 10

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

11

QnA Session



Is income tax in Japan so high ?



TRUE



FALSE

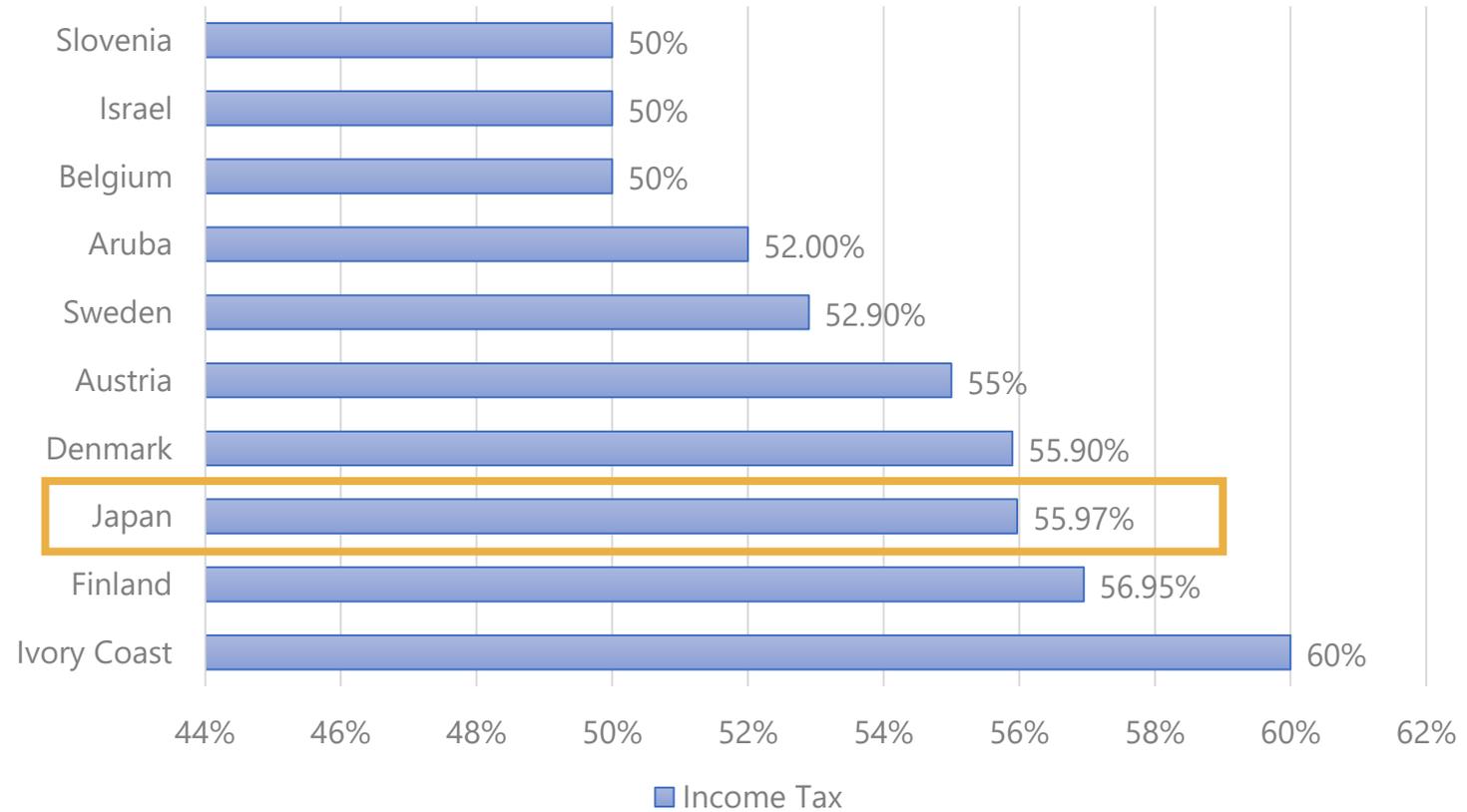


Fig 3. Top 10 Countries with the Highest Personal Income Tax Rates

Source : Trading Economics 2021

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

12

QnA Session



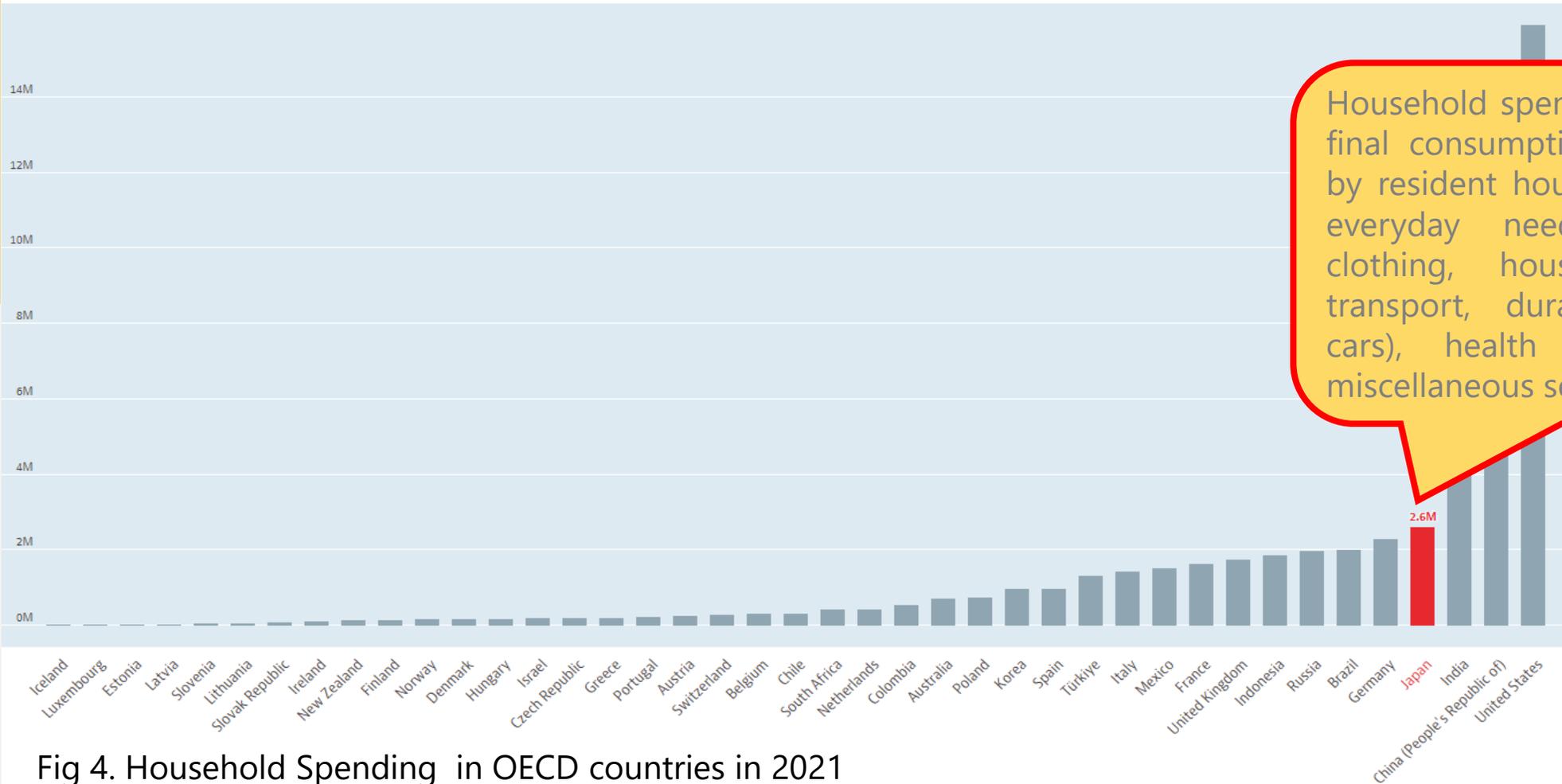
Is living cost in Japan expensive ?



TRUE



FALSE



Household spending is the amount of final consumption expenditure made by resident households to meet their everyday needs, such as food, clothing, housing (rent), energy, transport, durable goods (notably cars), health costs, leisure, and miscellaneous services.

Fig 4. Household Spending in OECD countries in 2021

Source : data.oecd.org

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

13

QnA Session



How many Indonesians working in Japan ?



TRUE



FALSE

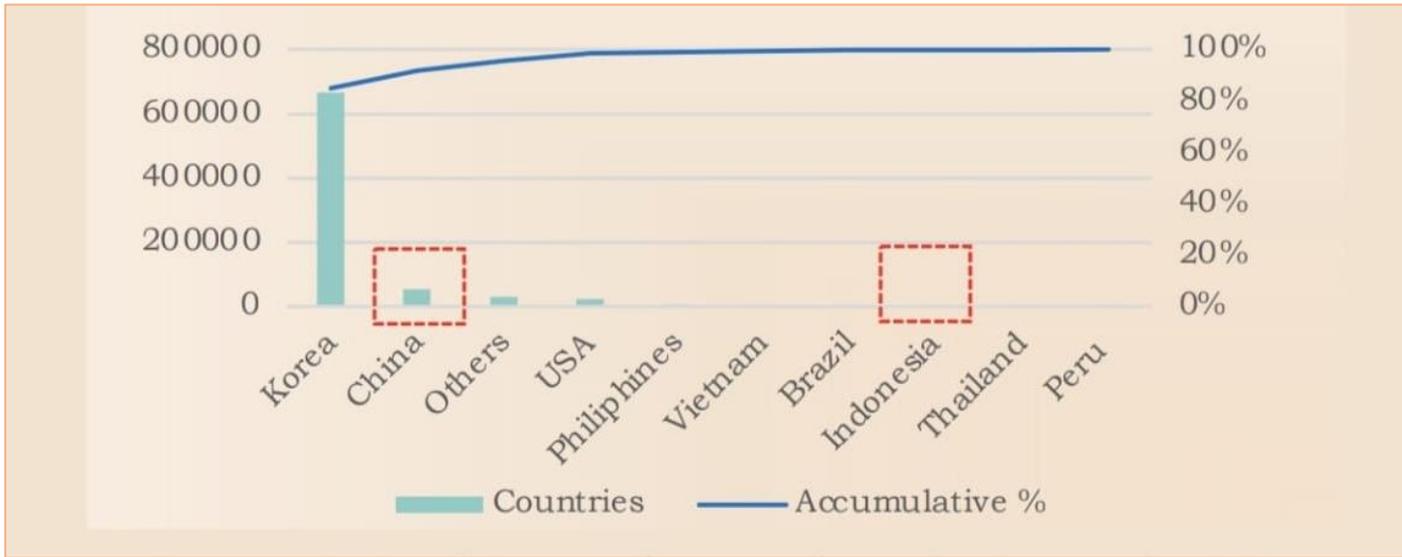


Fig 5. Japan's Migrant by country in 1980
Source : ejurnal.kependudukan.lipi.go.id

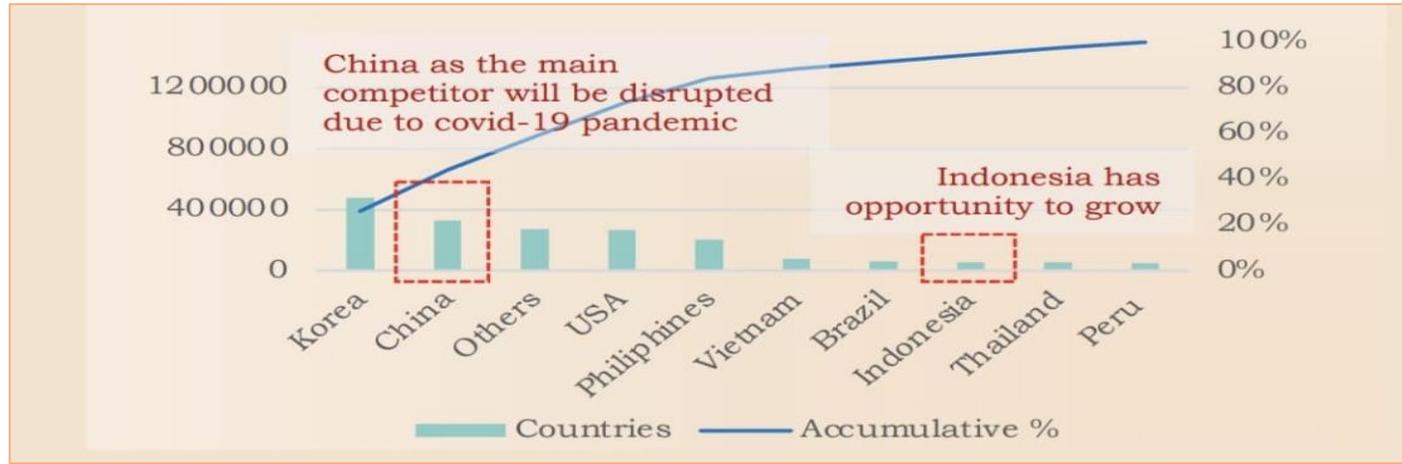


Fig 6. Japan's Migrant by country in 2018
Source : moj.go.id

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

14

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If using a job placement agency in Japan, is it need to pay them or will be cut for some percentage of salary ?



TRUE



FALSE

Table 3. Indonesia Manpower Solution Co. Ltd. (IMS) service fee for fee-charging employment placement business

Source : <https://www.indonesia-manpower.co.jp/>

No	Service and Content	Description, Bearer, and Fee
1	Administrative service when accepting a job offer.	Recruiter bears the fee at JPY (Japanese Yen) 1,000.
2	Employment placement service: A service that introduces job seekers to the Recruiter.	<p>Apply for both employment with No Fixed-Term and Fixed-Term. Recruiter bears the fee.</p> <p>Whichever is larger A or B</p> <p>A. The percentage of wages for specific occupation that paid for the job seeker in the first year after employment. It's stated in the offer letter or the notification of working condition. Here are the list of percentage:</p> <p>A.1 20% for the Manufacturing; Restaurant and Hotel;</p> <p>A.2 25% for the Heavy Equipments; Care Giving Service;</p> <p>A.3 30% for the Information System and Technology;</p> <p>A.4 35% for the Medical Service.</p> <p>A.5 Other industry will be varies from 20% to 35%.</p> <p>B. JPY 500,000</p>
3	Additional service for employment placement service: Professional consultation and advice services for the Recruiter to enhance recruiting activities.	<p>Apply for both employment with Not Fixed-Term and Fixed-Term. Recruiter bears the fee.</p> <p>An additional fee that used employment placement service fee above as the baseline.</p> <p>Whichever is larger A or B</p> <p>A. Here are the list of percentage:</p> <p>A.15% for the Manufacturing; Restaurant and Hotel;</p> <p>A.2 10% for the Heavy Equipments and Construction; Care Giving Service;</p> <p>A.3 15% for the Information System and Technology;</p> <p>A.4 20% for the Medical Service.</p> <p>A.5 Other industry will be varies from 5% to 20%.</p> <p>B. JPY 25,000</p>

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

15

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Are most jobs for foreigners in the manufacturing ?



TRUE



FALSE

Table 4. Breakdown of working foreigners in Japan

Source : <https://portal.jp-mirai.org/>

No	Description	Number of people
1	Long-term residents (mainly Japanese descendants), permanent residents, spouse or child of Japanese nationals, etc.	580,000
2	Technical intern training (Intended as an international contribution to convey Japanese skills to foreigners)	352,000
3	Part-time jobs for international students	335,000
4	Status of residence in professional and technical fields : Professors, highly skilled professionals, business managers, legal/accounting services, medical services, researchers, instructors, engineer/specialist in humanities/international services, intra-company transferees, nursing carers, skilled labors, specified skilled workers, etc.	395,000
5	Foreign nurse or care worker candidates, working holidays, foreign construction workers, foreign shipbuilding workers, etc.	66000

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

16

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Does Japan has less working holidays ?



TRUE



FALSE

Years of Service	Annual Leave
0.5 (6 months)	10 days
1.5	11 days
2.5	12 days
3.5	14 days
4.5	16 days
5.5	18 days
6.5 or more	20 days

Table 5 . Annual Leave for Full-time Employees

Source : <https://www.tokhimo.com/>

		Years of service						
		0.5	1.5	2.5	3.5	4.5	5.5	6.5
D a y s p e r w e e k	4 days	7	8	9	10	12	13	15
	3 days	5	6	6	8	9	10	11
	2 days	3	4	4	5	6	6	7
	1 day	1	2	2	2	3	3	3

Table 6. Annual Leave for Part-time Employees

Source : <https://www.tokhimo.com/>

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

17

QnA Session



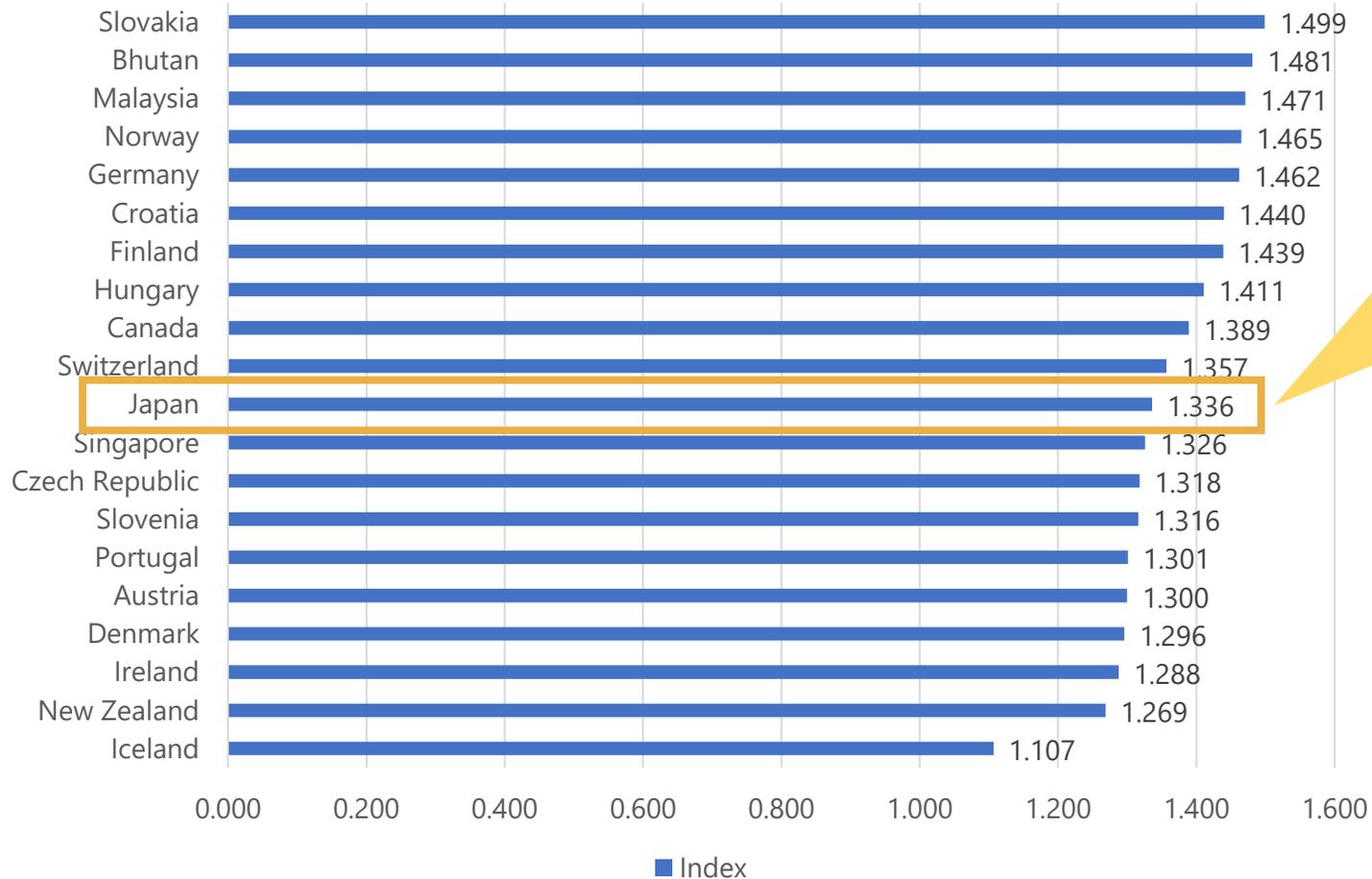
Is it hard to live with the family in Japan ?



TRUE



FALSE



Japan is one of the **top 10 safety countries in the world**. The indicators used to compile the GPI include the number of internal and external violent conflicts, level of distrust, political instability, potential for terrorist acts, number of homicides, and military expenditures as a percentage of GDP

Fig 7. Top 20 Safest Countries in the world

Source : <https://worldpopulationreview.com/>

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

18

QnA Session



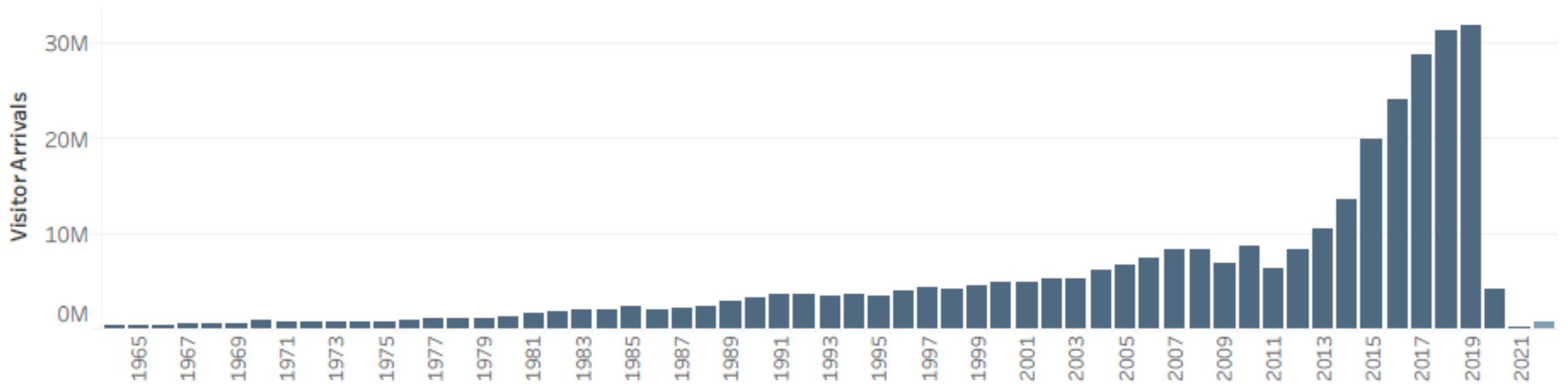
Is it hard to travel to Japan ?



TRUE



FALSE



Last Update: 11/21/2022 6:48:08 AM UTC

Fig 8. Trends in the Visitor Arrivals to Japan by Year

Source : Japan National Tourism Organization (JNTO)

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

19

QnA Session



Is it hard to become a moeslem in Japan ?



TRUE



FALSE

Gyotoku Mosque in Chiba prefecture (Japan) where second generation Muslims attend Arabic class (photo contributed by Naoki Maeno)



Fig 9. Trends in the Visitor Arrivals to Japan by Year

Source : Japan National Tourism Organization (JNTO)

In 2016, more than 20 million tourists visited Japan and among them, Muslim tourists have become more common nowadays. Although most Muslims in Japan lives in the three major metropolitan areas (Greater Tokyo Area, Chukyo Metropolitan Area and Kinki Region), the Muslim network has never ceased expanding throughout Japan. Since the beginning of 1990s, there has been an increasing number of mosques being built across the Japanese archipelago, from Okinawa prefecture all the way to Hokkaido prefecture. Even though there are currently over 90 mosques throughout Japan, most Japanese are unaware of it.

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

20

QnA Session



Is the salary in Japan not so high compare to the other developed nations ?



TRUE



FALSE

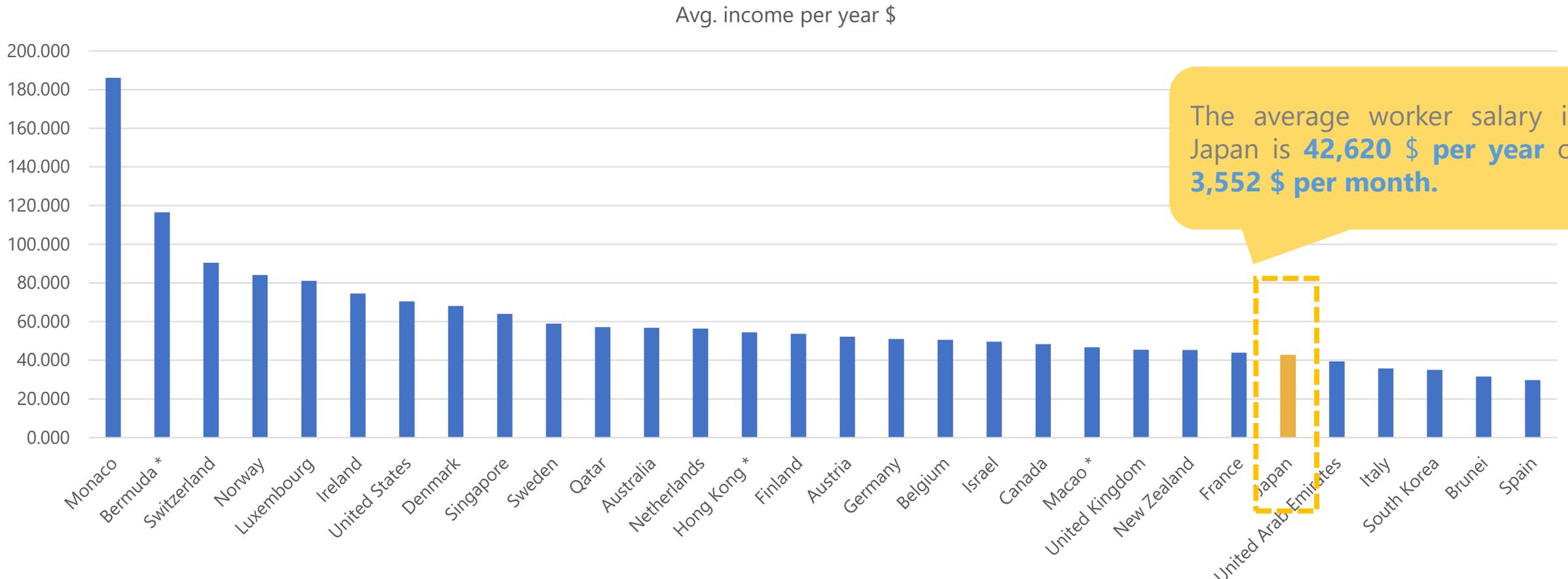


Fig 10. Average Income Around the World

Source : <https://www.worlddata.info/>

Myth 1	Myth 2	Myth 3	Myth 4	Myth 5	Myth 6	Myth 7	Myth 8	Myth 9	Myth 10
Myth 11	Myth 12	Myth 13	Myth 14	Myth 15	Myth 16	Myth 17	Myth 18	Myth 19	Myth 20

Open Discussion



Thank You

