

Protection of the Indonesian Government in Protecting Its International Workers in Japan

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Abstract

This paper will discuss the protection diplomacy undertaken by the Indonesian government in protecting its citizens who are currently working abroad, especially in protecting apprentices from Indonesia in Japan who have the status of interns from Indonesia through the technical Intern training program (TITP) because of the program from Japan has various problems in its implementation such as the incompatibility of the workload given to the wages received by apprentices from Indonesia, therefore the research question in this paper is "How is the Indonesian Government Efforts to Provide Protection to Apprentices in Japan?". Here we will use an international legal perspective as the analytical framework used.

Keywords

Diplomacy; Indonesia; protection; Japan



I. Introduction

The international migration of Indonesian apprentices to Japan is one of the important issues that cannot be separated from the whole process of economic development. The high flow of apprentices' mobility which in addition to generating foreign exchange for the country (foreign exchange) on the other hand can also invite various other things, one of which is economic problems. Japan itself is a country that is known to have a good work ethic in the world so there are lots of people from various parts of the world who want to try to work in the cherry country for various reasons and purposes, On January 26 2018, even according to the official website of the Ministry Health, Labor and Welfare of Japan www.mhlw.go.jp, they announced that the number of foreign workers in Japan reached 1,278,670 people, one of the countries that also sent apprentices to Japan was Indonesia. According to the Director of Apprenticeship Development at the Ministry of Manpower Darwanto, data from the Ministry of Manpower for the period 2014-2018 shows the number of Indonesian apprentices abroad amounted to 153,340 with the aim of Japan reaching 27,311 people, or almost 20 percent of all apprentices. Selection for acceptance of apprenticeships to Japan is held annually by the provincial Manpower Service. The team that selects the apprenticeship participants is a combination of the Ministry of Manpower from the Indonesian side and IM Japan from the Japanese side. Development is a systematic and continuous effort made to realize something that is aspired. Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired. In addition, development is also very dependent on the availability of natural resource wealth. The availability of natural resources is one of the keys to economic growth in an area. (Shah, M. et al. 2020)

Based on the bilateral cooperation agreement between Indonesian Manpower and IM Japan, a Law on Indonesian Government Regulations Relating to Job Training was enacted. As stated in Chapter 5 of Law Number 13 of 2003 concerning Manpower. The function of job training as stated in the Manpower Act is to equip, improve, and develop

work competencies in the context of increasing capacity, productivity, and welfare. In this case the increase in welfare is meant by the welfare of the workforce obtained as a result of achieving work competence through job training. Based on Article 21 of the Manpower Law, job training can be carried out with an apprenticeship system.

Apprenticeship training programs are carried out both inside and outside Indonesia. Indonesia has many internship programs abroad. Training abroad is more specifically regulated in the Regulation of the Minister of Manpower and Immigration of the Republic of Indonesia No. PER. 08 / MEN / V / 2008 regarding licensing procedures and implementation of internships abroad. This ministerial system is the application of the provisions of Article 25 paragraph (3) of Law Number 13 of 2003 concerning Manpower. The Overseas Vocational Training Program in Indonesia is carried out in an organized and continuous manner, namely the Japanese Vocational Training Program. The Vocational Training to Japan program is a form of collaboration between the Ministry of Manpower and Immigration of the Republic of Indonesia and IM Japan in order to improve the quality of Indonesian human resources, especially the younger generation in order to welcome the era of globalization. It was agreed between the two countries for the apprenticeship of Indonesian citizens to Japan in 1993 with the aim of training Indonesian youth in Japan and after completing the apprenticeship, they will return to Indonesia to develop in the country. This step in recruiting the apprenticeship scheme is carried out through collaboration between a Job Training Institute (LPK) which has a sending organization (SO) permit in Indonesia and a receiving organization in Japan. The beneficiary then places the intern at a receiving company located all over Japan. This internship scenario requires the prospective intern to receive training first before leaving in Indonesia for 3 months and 1 month in Japan, especially to master the Japanese language. According to Japanese employment regulations, apprenticeships in Japan are a maximum of 5 years, they are not allowed to change jobs and companies and are not allowed to bring their family. For those who have completed the apprenticeship contract and will return to Indonesia, they are not allowed to return to Japan as a trainee. Authorized agencies in Japan in Apprenticeships are the Japan International Training Cooperation Organization (JITCO) as the promoting agency and the Organization for Technical Intern Training (OTIT) as the Supervisor. There are apprenticeships in 77 job categories divided into 131 operations. Apart from Indonesia,

To fulfill the "Skills System" set by the Japanese government, hundreds of thousands of Indonesian trainees have been recruited through the Transitional Ministry of Manpower and Immigration to participate in a 3-year internship program. The Technical Intern Training Program (TITP) is a job training program that provides job opportunities for foreign nationals in Japan. Administered by the Japan International Training Cooperation Organization (JITCO), its aim is to provide training, technical skills and technology experience for workers from developing countries. The government-run apprenticeship program was first established in 1993. Interns of the first, second and third year (3 years in Japan) will also receive a monthly stipend. The first month (Japan Training Center) received an allowance of 80,000 JPY, the first and second years receive a minimum salary of 90,000 JPY per month, and the third year receive a minimum salary of 100,000 JPY per month. The internship program is a government job training program in an effort to increase skills, ideas, knowledge, and work ethic. The purpose of this vocational training program is to develop human resources by improving skills and perfecting technical knowledge through a 3-year work program for small and medium-sized enterprises in Japan, which are also expected to participate in the era of global competition. By

implementing an internship program in Japan, the program participants can work and study at the same time. In addition to getting a salary from his work,

If examined normally, the program looks profitable for both countries because Indonesia itself currently has a productive working age which is very large, the lack of job opportunities makes the productive workforce unable to benefit properly, therefore Indonesia cooperates with Japan so that the productive workers which is absorbed. Japan itself is currently a country with a good economy but the birth rate in Japan is very low this makes very few productive age workers there and it can have an impact on slowing down the country's economic growth, therefore Japan created this program to get productive workforce from other countries, one of which is Indonesia, so the program looks quite good for both countries. It is the duty of the Indonesian government to protect its citizens who have been mistreated.

Many studies on the problems experienced by Indonesian workers abroad have been carried out. Specifically, the previous study describes the efforts of the Indonesian government to protect its migrant workers. The focus of the various studies or research is also diverse, such as legal, social, religious, and humanitarian aspects by trying to explore deeply about the forms of legal protection for Indonesian workers. In an article entitled *Transnational migration and the gender politics of scale: Indonesian domestic workers in Saudi Arabia*, Singapore Journal of Tropical Geography, She argues that an activist approach to the rights of Indonesian women migrant workers can play a role in mobilizing a country. (Rachel Silvey 2004) While another study entitled *Foreign Policy and the Domestic Worker* suggests that disputes should be better understood in terms of reproductive-productive relations and that female migrant workers are seen as economic commodities and monitored through various practices approved by the state (Juanita Elias 2013). The two studies tell different cases but use the same perspective, namely feminist. In the aspect of diplomatic relations, there is a study entitled *Important of mandatory consular notification between Indonesia and other foreign states and the Diplomacy Model for the Protection of the Indonesian Government against Indonesian Citizens Working in the Formal Sector* (Amelya Gustina 2014) and *Informal Overseas* (Paramitaningrum, Richa V. Yustikaningrum). , Galuh Dian Prama Dewi 2018). Although the different perspectives used by the two studies state that the role of the Indonesian government through diplomacy with other countries is also very important for efforts to protect Indonesian citizens working abroad. There are also many other studies that argue that the government is an important actor to protect its citizens in relations between countries but learning from migrant workers who will go abroad is also an important thing to strive for for their safety. (Michele Ford 2003) Countries that accept foreign workers usually leave these matters to industry alone without formal cooperation with the country of origin (Johan Lindquist 2010) thus making it difficult for countries sending their workers to other countries to monitor and protect citizens In this regard, it is intended to lead to rampant violence experienced by migrant workers working abroad.

Based on these several perspectives, issues related to efforts to protect Indonesian citizens abroad have always been the main focus of the Government of Indonesia through the Ministry of Foreign Affairs (Kemenlu). The study by the Ministry of Foreign Affairs seeks to provide an overview of the efforts to protect its citizens abroad. Various types of problems such as drugs, people smuggling, human trafficking, criminal acts of torture, harassment, murder, overstay, accidents, hostage-taking, and problems related to work contracts (unpaid wages, overtime, vacations, and serious work-related illnesses). This institution. In his presentation, the Ministry of Foreign Affairs also sought various strategies to protect citizens through government regulations, policy papers, and a working

group that involves various parties so that there is a synergy related to these problems (Tabloid Diplomacy 2011). Many previous studies have discussed the problems of Indonesian workers working abroad, but feminism has become a topic that is more widely discussed because most of these cases are in the Middle East where most of the Indonesian citizens who work there are women, this is very different. With the research that will be studied, the work that will be discussed in this study is a case in Japan. There are also previous studies which discuss more about diplomatic relations carried out by Indonesia with other countries and also argumentative papers are things that are often encountered when looking at these cases. Many previous studies have discussed the problems of Indonesian workers working abroad, but feminism has become a topic that is more widely discussed because most of these cases are in the Middle East where most of the Indonesian citizens who work there are women, this is very different. With the research that will be studied, the work that will be discussed in this study is a case in Japan. There are also previous studies which discuss more about diplomatic relations carried out by Indonesia with other countries and also argumentative papers are things that are often encountered when looking at these cases. Many previous studies have discussed the problems of Indonesian workers working abroad, but feminism has become a topic that is more widely discussed because most of these cases are in the Middle East where most of the Indonesian citizens who work there are women, this is very different. With the research that will be studied, the work that will be discussed in this study is a case in Japan. There are also previous studies which discuss more about diplomatic relations carried out by Indonesia with other countries and also argumentative papers are things that are often encountered when looking at these cases.

However, the findings and analysis of previous studies can contribute in particular in realizing effective protection diplomacy for Indonesian citizens who are abroad, formal sector workers and informal sector workers who have lived and settled abroad. However, what distinguishes this research from previous studies is that in addition to trying to compile various situations or facts related to various cases experienced by our citizens abroad, this study seeks to re-clarify the practice of protection diplomacy by trying to develop a mapping model of protection diplomacy for citizens our country abroad. However, the results and analysis of previous studies can make a special contribution in achieving effective protection diplomacy for Indonesian citizens abroad, formal and informal sector workers who live and reside abroad. However, what distinguishes this research from previous research is that apart from the efforts made to collect different attitudes or facts related to the different situations experienced by our citizens abroad, this research seeks to clarify the practice of protection diplomacy by trying to develop a mapping model for diplomacy protection. For our citizens are abroad.

II. Review of Literature

2.1 Protective Diplomacy in the Perspective of International Law

International law states that states are obligated to protect their citizens living abroad. State protection of its citizens abroad is called diplomatic protection. Conceptually, diplomatic protection is “an action taken by a country against another country with respect to damage to the person or property of one of its nationals due to an international wrongful act or omission caused by that country” (Forcese 2006, 374-375). In addition, the article from Craig Forces also states that in order to carry out diplomatic protection, there are three conditions that must be met:

- (1) Violation of international law committed by the citizen of that country. This refers to Article 3 of the 1961 Vienna Convention on diplomatic relations which provides for "the protection of the sending state and its citizens, within the limits permitted by international law" (United Nations 2005);
- (2) The end of domestic legal remedies, namely diplomatic protection of a country (legal assistance for one country for its own citizens to file a lawsuit against another country) if the citizen of that country takes domestic legal action in the receiving country;
- (3) Citizenship, namely diplomatic protection that can only be exercised by a country that exposes its citizens to violations of international law by other countries. This is regulated in paragraph (1) Article 3 of the 2006 draft diplomatic protection article issued by the International Law Commission (United Nations 2006), which states: "The country that has the right to carry out diplomatic protection for its citizens is its own country". Another article states that "For the purpose of individual diplomatic protection, citizens who wish to obtain protection from the state must have citizenship from lineage, state succession, naturalization, or in other ways that are not contrary to international law.

This requirement is in line with the principle of passive citizenship which states that the state has jurisdiction over people who violate the law in the territory of another country and whose legal consequences are borne by its own citizens. Therefore, if the country where the violation occurred is unable to punish the perpetrator of the violation and does not want to punish the perpetrator, then the country whose citizens are affected has the right to be punished. The diplomatic and consular functions of the state bear the responsibilities and obligations of the state to protect its citizens who are abroad. Consular functions are regulated in Article 5 of the Vienna Convention on Consular Relations of 1963. In one of the points of Article 5 of the 1963 Vienna Convention, it is stated that "consular work is in: protecting the interests of the sending country and its citizens,

III. Result and Discussion

The Technical Intern Training Program (TITP) is a program created by the Japanese government in 1993 with the aim of getting workers from developing countries, one of which is Indonesia. will decrease because Japan's productive age workforce is running low (International cash 2020) the reason is because the birth rate in Japan has decreased since the early 90s so that if Japan does not take immediate action, Japan's economic growth will be hampered in the future. Therefore, this program was created by the Japanese government through the Japanese Ministry of Foreign Affairs which is managed by the Japan International Training Cooperation Organization (JITCO). Indonesia is one of the countries participating in the program, this is because the program is considered beneficial for Indonesia because the program can absorb workers who are not absorbed in their own country. Therefore, the Indonesian government seeks to participate in the program so that young people in Indonesia can have experience in Japan in order to improve the quality of human resources in Indonesia. The program is expected to help the Indonesian economy in the future, Indonesia itself through the Department of Manpower has held several trainings for the program and some have even been given to private parties who can carry out the training program,

When viewed normally, the program looks promising, but in practice there are many Indonesian citizens with the status of apprentices who have problems including many apprentices who have the status of apprentices but have workloads like ordinary workers, this is clearly detrimental because it should work like ordinary workers. Makah should get

a higher wage than the apprentice status, Therefore, the Indonesian government as an institution in protecting its citizens abroad must act so that it can be eliminated because the problems that occur to interns through the program are not only once but many interns also tell that they are not treated properly according to the agreement that was agreed before coming to Japan, To overcome this problem, the Indonesian government seeks to carry out diplomacy against the Japanese state. This is aimed at eliminating this problem, even though it is actually difficult for the Japanese government to overcome this problem because after the apprentice works in Japan, the full responsibility will usually be handed over to the private sector or companies that work in Japan. employing them, it is difficult to monitor because private companies in Japan are difficult to open up to the Indonesian government.

Legal Basis and Commitment to Protection of Indonesian Citizens by the Government of Indonesia

As a form of obligation to protect Indonesian citizens, both in the formal and informal sectors abroad, the Government of Indonesia in its efforts to use the Guiding Principles as referred to in the mandate of the Constitution - first, are as follows:

- 1) Paragraph 4: "On the contrary, an Indonesian state government must be formed that protects the entire Indonesian nation and all bloodshed in Indonesia, advances public welfare, educates the nation's life, and participates in the administration of world order...";
- 2) Position, Diplomatic Mission - Second, VCDR 1961, Article 3 (1b): "The interests of the sending State and its citizens in the receiving State shall be protected within the limits permitted by international law." (United Nations 2005);
- 3) Consular missions - First, VCCR 1963, Article 5(a): "The receiving State must protect the interests of the sending State and its citizens who are individuals and institutions within the limits permitted by international law (United Nations 2005);
- 4) Law on Foreign Relations - Chapter Five Protection of Indonesian Citizens, Article 19(b): "Representatives of Indonesia are obliged to: provide protection to Indonesia abroad, in accordance with national laws, international laws and standards. (Ministry of Foreign Affairs, yy);
- 5) Law no. Law Number 21 of 2007 concerning the Elimination of the Crime of Human Trafficking / Human Trafficking (Ministry of Foreign Affairs, tt). In addition, he refers to the Law on the Protection and Handling of Victims of Trafficking in Persons Abroad, namely: the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, complementing the United Nations Convention against Transnational Organized Crime and the laws of the republic Indonesia.

Policy Practices for the Protection of Indonesian Citizens Abroad With the increasing number of Indonesian citizens visiting, residing, and residing abroad as well as the many situations faced by Indonesian citizens abroad, Minister of Foreign Affairs Retno Marsudi pointed to the need for political breakthroughs such as a database system integrity, protection electronics, as well as advertising and effective dialogue for the public to do so. Understand and support government efforts to provide protection. One example is early socialization regarding the security and safety of Indonesian citizens while traveling, such as safe immigration procedures abroad, starting with bringing valid identity and documents (passport, visa to destination, if needed), at the airport. Not receiving goods from other people (whether in guardianship or assignment). Another effort is underway with the SafeTravel service accessible via Google Play. In this case, the Ministry of Foreign Affairs plays a role in managing and developing the application to facilitate and support government protection programs for Indonesian citizens abroad. Another step is to launch

a public awareness campaign in the form of visits to enclaves of migrant workers through direct activities, or through radio broadcasts, in collaboration with universities and local governments (Jaelani 2016).

Based on past experience, service procedures for Indonesian citizens abroad, whether working as informal or professional workers, generally use services via SMS or hotlines or come directly to a limited number of employees in representative offices or cases that occur in various regions. So that the assistance and empowerment of overseas Indonesian citizens is fostered through the Indonesian citizen community in the Grunitas area, Indonesian citizens in Perajan, overseas communities, and others. The purpose of this directive is to be the eyes and ears not only for Indonesian citizens but also as a form of cooperation between the government and citizens of Indonesian citizens abroad to facilitate supervision and protection for these Indonesian citizens. In addition, considering the fluctuations in the fairness level of Indonesian citizens abroad and variations in the regulations of the receiving country, while the number of Indonesian representatives is only 132, it is hoped that the citizen service program can help. Citizen services were launched in 2008, and are not very effective due to the limited number of representative offices and the area they have to serve.

So far, the problems being handled by the Indonesian government are mostly related to Indonesian citizens who have the status of workers but are still rare for apprentices from the technical internal training program (TITP). In connection with the development of protection measures that are more oriented towards legal protection, the Indonesian government has collaborated a lot with other institutions. This step is the real position of the government in the 1963 Vienna Convention clause which states that local governments are obliged to inform the embassy or representative office of the country when a citizen of that country is arrested. Unfortunately what happens in the field, the representative office is often late in getting information. Some of the findings that contributed to the delay were divided into two areas, namely external and local domains. Abroad,

- (A) Ignorance of the suspended institution;
- (B) Consulate access approach is carried out bilaterally, in preparing the Memorandum of Understanding;
- (C) In death penalty cases, such as the death penalty in Malaysia, diplomacy is pursued with the receiving country while continuing to strive to protect and respect local government legal procedures. For registration, the protection provided by the Government of Indonesia so far has to do with protection in the legal field (whether our Indonesian citizens are treated well or otherwise), and is not in a position to assume responsibility for harassment of Indonesian citizens involved in criminal cases/problems.

Meanwhile, internally, there is cooperation between institutions, namely the Ministry of Foreign Affairs, B2NPTKI (National Agency for the Placement and Protection of Indonesian Migrant Workers) and the Ministry of Manpower. For many cases of Indonesian citizens who had problems and were sent home, special treatment was carried out through the involvement of other relevant agencies. For example:

- (1) Indonesian citizens who are victims of human trafficking, criminal investigations and the Ministry of Social Affairs through the Trauma Center Protection House for psychological rehabilitation efforts;
- (2) The National Narcotics Supervisory Agency (BNN) conducts mapping of drug and drug trafficking;
- (3) BN2PTKI and the Director General of Sea Transportation for the Crew of the Hostage Victims.

The obstacles that are often faced by Indonesian Embassy staff or Indonesian representatives abroad are:

- (A) Lack of self-awareness of Indonesian citizens to submit reports periodically to the representative office. Many are reluctant to report and only notify the representative office if they encounter a problem. It is not uncommon for Indonesian citizens to report their suffering or loss after being hit;
- (B) Slow communication between local governments, which often occurs when Indonesian migrant workers run away from their employers' homes. These restrictions can be in terms of language, the position of local police officers, or uncooperative employers, or the identity of problematic TKIs is unclear, making it difficult for good coordination in efforts to handle and resolve them;
- (C) It is difficult to predict, it is impossible to predict the occurrence of a problem that is solved by an Indonesian citizen, while employee representatives have various tasks and focuses, so they have to allocate additional time to deal with the problem in depth;
- (D) Indonesian citizens are classified as rebels or problematic. When a problem occurs with Indonesian citizens, it is actually the informal sector workers who make it difficult for representative employees to hire them, because their identities and documents related to personal data such as names, residential addresses and ages are then falsified.

IV. Conclusion

Other countries but that does not mean the Indonesian government has not made efforts, many things have been done by the Indonesian government to protect its citizens, such as carrying out diplomacy to protect its citizens with other countries such as Japan. Maximum because there are still many Indonesian citizens who are not protected in other countries, although the Indonesian government is trying to do as much as possible, such as improving technology so that Indonesian citizens who have problems abroad can immediately report it but this is still lacking because of the many other obstacles which is often annoying.

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