

Supplementary Materials

Table 1. Summary of included studies.

Author, Source Country, Destination Country	Study Aim	Study Design	Participants & Sample Size	Key Findings	Limitations
Michele Ford and Kumiko Kawashima (2013) Indonesia and Japan	To understand the Japanese experiences about temporary migration and care work.	Literature review.	-	Residential care facilities are enthusiastic about hiring foreign workers.	-
Nugraha et al (2016) Indonesia Japan	To ascertain factors that influence the mental well- being of Indonesian nurse and certified care worker candidates who relocated to Japan through the Japan-Indonesia Economic Partnership Agreement (EPA) one year after their arrival in Japan.	Cross-sectional study using multiple linear regression analyses.	In this research, there were 92 individuals who took part. Out of these, 28 were aspiring nurses, while 64 were candidates pursuing certification as care workers.	The mental health factors that forecast the outcomes for prospective Economic partnership Agreement (EPA) candidates in Indonesia vary depending on their employment situation. This is determined by their level of competence in sociocultural adaptation, followed by their perception of social support and gender. Conversely, when it comes to prospective certified care workers, their mental health status is projected to be influenced primarily by their level of job satisfaction.	Additional research is needed to investigate prolonged patterns in mental health conditions among EPA candidates after this initial study.
Efendi et al (2016) Indonesia	To gain insight into the significant encounters of Indonesian nurses during their employment in	In a phenomenological investigation, a deliberate sampling approach was	information shared by five Indonesian nurses.	The nurse's experience is illuminated by six key points, which encompass: navigating communication obstacles; addressing cultural disparities; pursuing an improved life, attaining the pinnacle	This phenomenological research was conducted using a deliberate sample, comprising five Indonesian nurses

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Japan	Japanese medical institutions.	employed, with data gathered through interviews and subsequent analysis conducted using a thematic approach.		through nursing examinations, managing variations in nursing practices, enjoying the advantages of residing in developed nations.	working in a hospital environment. As the study was conducted over Skype, occasional disruptions in the connection were experienced.
Michele Ford and Kumiko Kawashima (2016), Indonesia Japan	To evaluate the Japan-Indonesia Economic Partnership Agreement, which has enabled Japan to bolster its domestic healthcare system.	Literature review.	-	Migration of skilled workers is considered more profitable for both sending and receiving countries. So that many developing countries send skilled workers with the aim of increasing their capabilities, then being encouraged to return in his country.	-
Fumiko Sato, Kazuo Hayakawa & Kei Kamide (2016) Indonesia Japan	To investigate main factors affecting to mental health status of EPA immigrant workers.	Descriptive correlation, questionnaire .	71 workers in 35 facilities.	In this research, it was found that 55 individuals, accounting for 77.5% of the participants, witnessed a decline in their mental well-being. When examining gender differences, it became apparent that women were more prevalent in encountering these issues compared to men. Interestingly, the percentage of individuals belonging to the current risk group was notably higher among those who had achieved national qualifications as opposed to those who hadn't.	-

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Nugraha et al (2017) Indonesia Japan	To comprehend shifts in the mental well-being of Indonesian healthcare migrant workers in Japan.	Longitudinal design which consists of twice measurement namely baseline and follow-up study; questionnaire.	Total participants in the baseline study 148 participants and respondent's rate for follow-up study was 62,1% (92 respondents).	The state of the economy before migrating is strongly linked to the likelihood of experiencing a decline in mental health following migration. This connection is tied to the expensive living costs in Japan and the responsibility to financially support grieving family members.	-
Efendi et al (2017) Indonesia Japan	To delve into the ambiguous territory concerning health policy and the migration of international nurses.	Literature review; secondary and primary documents related to the topic.	Document extraction and review took place between July 2014 to January 2015.	The recruitment of nurses from developing nations like Indonesia via international trade deals poses intricate challenges in terms of policy, operations, and ethics, necessitating thorough deliberation. Governments collaborating in these agreements should prioritize both their own country's healthcare requirements and the personal interests of healthcare workers, while also crafting strategies to minimize adverse outcomes and maximize the benefits of global nurse migration.	-
Kurniati et al (2017) Indonesia Japan	To investigate the firsthand encounters of Indonesian nurses who have returned.	Hermeneutic phenomenological approach; Semi-structured individual interview.	15 Indonesian nurse returnees.	People who came back to the study program were motivated by losing their jobs after failing the exam. The reason for their unexpected loss of skills is their lack of familiarity with the caregiver job requirements, and their aspiration to progress in their nursing career while	Initially, despite sharing a common cultural background, the interviewers were unfamiliar to the majority of returning individuals. Consequently, participants might have

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				acquiring advanced technology knowledge in Japan.	exhibited caution or reluctance when expressing themselves more candidly. Additionally, the study exclusively enlisted participants from Java Island, thereby overlooking regional differences within Indonesia.
Efendi et al (2019) Indonesia Japan	To investigate career choices among Indonesian nurse returnees.	Descriptive study; questionnaire.	250 respondents.	The result of this research inquiry adds new understanding and knowledge in an area of return migration of nurses that has been relatively unexplored. Returnees career situations were relatively similar number between nursing and non-nursing areas. However, the brain waste phenomenon was evident among nurses as many were working outside nursing areas.	-
Anwar, Ratih Pratiwi (2019) Indonesia Japan and Taiwan	To explore skilled-worker mobility and comparing the migration of Indonesian care workers to Taipei and Indonesian care workers to Japan.	Literature review.	-	The main thing that was found, that is studying the policies of the host in accepting migrant workers and the policies of the country of origin in managing migrant workers. The effectiveness and mechanisms of bilateral agreements, special recruitment and	-

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				placement procedures, standard fees and financing systems should be considered.	
Zaghloul et al (2019) Indonesia Saudia Arabia	To examine the psychological well-being of foreign nurses working in the central-northern region of Saudi Arabia.	Cross sectional study; questionnaire.	A total of 999 nurses hailed from various regions, with the majority coming from India (54.1%), followed by the Philippines/Indonesia (37.0%), Pakistan (4.9%), and Arab nations (4.0%).	Out of the sample, 54.2% went through depression, 65.4% experienced anxiety, and 38.9% encountered stress. Indian and Pakistani nurses displayed depression and severe stress rates three times higher and twice as high, respectively, compared to their Filipino/Indonesian counterparts.	-
Efendi et al (2020) Indonesia Kuwait	To investigate the real-life encounters of an Indonesian nurse working in Kuwait.	Phenomenology study approach; semi-structured interview.	21 nurses from Indonesia who have resided and been employed in Kuwait for at least one year.	Nurses from Indonesia employed in Kuwait experience the advantages and perks of engaging in global migration.	-
Nusalam et al (2020) Indonesia Taiwan	To investigate the real-life encounters of Indonesian nurses who served as caregivers in Taiwan.	Phenomenological research; interview.	Sixteen Indonesian nurses who have served as caregivers in long-term care facilities in Taiwan.	The majority of the nurses involved in this research were motivated to pursue employment in Taiwan due to their limited financial circumstances and the hope for an improved quality of life. These individuals conveyed emotions of stress, difficulty, and disillusionment.	The absence of the Indonesian Nurses' Associations as a potential information source in Taiwan could have restricted the diversity of participants.

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Efendi et al (2021) Indonesia	To explore the perspectives of Indonesian policymakers regarding the global migration of nurses.	Descriptive qualitative study; interview.	Four important parties from the Indonesian government, specifically the Ministry of Health (MOH), the Ministry of Labour (MOL), the Ministry of Education (MOE), and the Indonesian Migrant Workers Protection Agency (BP2MI), serve as crucial stakeholders.	In overseeing and facilitating the migration of Indonesian nurses, the government has implemented several policies aimed at addressing the limited number of nurses migrating abroad, with a particular focus on the three phases of migration: pre-departure, actual migration, and post-migration.	-
Efendi et al (2022) Indonesia Japan	In order to understand the experiences of Indonesian nurses working as caregivers in Japan, it is important to understand the differences between the expectations and realities of living in this role.	Descriptive qualitative study; semi-structured interviews.	18 Indonesian nurses.	Misinterpreting the role of care workers had a detrimental impact on Indonesian nurses, causing them to lose their nursing skills and diminish their career and professional growth prospects. The distinction between these two positions became evident, and participants noticed the neglect of nursing skills while working as care workers.	Initially, despite sharing a common cultural background, the interviewees were unfamiliar with the interviewers, possibly leading to caution or reluctance in expressing themselves openly during the interviews. Additionally, most of the participants hailed from the Chugoku region, which resulted in a lack of consideration for the

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					various regional differences within Japan.
Efendi et al (2021) Indonesia	To understand the regulatory measures governing the nursing labor market in Indonesia.	Conducting an in-depth interview and a focus group discussion (FGD) involving diverse stakeholders in Indonesia, with a particular emphasis on descriptive qualitative and document analysis.	29 participants in total, serving as delegates from various ministries and governmental bodies in Indonesia.	Indonesia needs strong strategies to align the collection of nursing workforce data from different parties, while policymakers must also tackle the existing surplus and formulate policies to send Indonesian nurses into both domestic and international job markets.	This article exclusively addressed the presently in-place policies and should be understood within this specific framework.
Haryanto et al (2022) Indonesia Japan	To investigate the experience of an Indonesian nurse as they navigate the process of successfully completing the Japan National Nursing Licensure Examination.	Descriptive qualitative approach.	Twenty Indonesian nurses who successfully completed the licensing exam.	Nurses from Indonesia who have successfully cleared the Japanese national nursing licensure exam often employ premeditated approaches. Developing language proficiency during their time working and residing in Japan holds great significance, and having well-organized support systems within the healthcare institutions, government, and social circles is crucial for acquiring new knowledge in the field of nursing care in Japan.	The study exclusively involved Indonesian nurses, despite the presence of numerous foreign nurses from various countries. Additionally, the researchers did not incorporate nurses from different specialized fields or focus on varying stages of the learning process. The interviews were conducted through online platforms,

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					increasing the likelihood of encountering connectivity issues.