



JP-MIRAI

Japan Platform for Migrant Workers
towards Responsible and Inclusive Society

Annual Report 2025

Fifth Anniversary
Commemorative Issue

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Greeting



Kimitoshi Yabuki
Chairman of the Board
General Incorporated Association JP-MIRAI

Since it was founded in November 2020 as a platform to solve problems faced by migrant workers, JP-MIRAI has grown from its initial 51 member organizations to approximately 900 organizations and individual members. The tremendous support from everyone involved is what has made our fifth anniversary possible.

As deliberations on the transition to Employment for Skill Development were well under way in 2025, JP-MIRAI carried out a wide range of initiatives. These included providing information to foreign nationals inside and outside Japan, enhancing our consultation services and grievance remedy functions, developing materials for corporate learning, initiating the Fair and Ethical Recruitment Initiative, and encouraging the cooperation of various partners spanning the private sector, local governments, and international organizations. We also held various workshops and seminars attended by a large number of people.

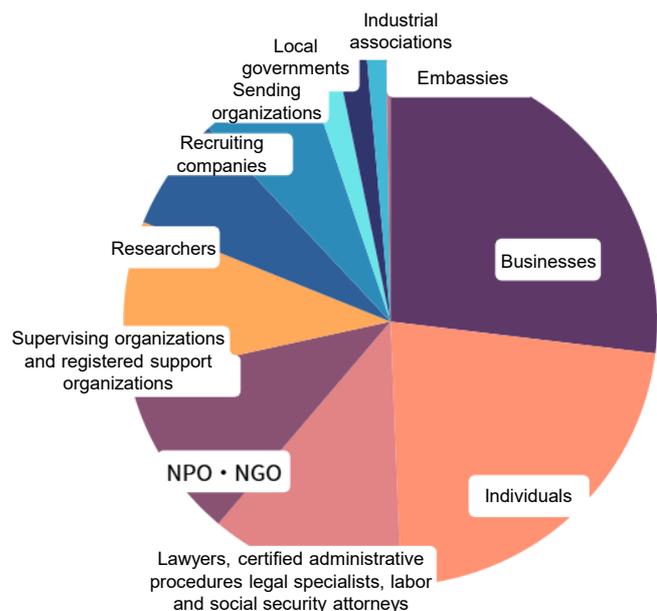
The past five years have seen the number of migrant workers employed in Japan escalate amid a decline in our country's domestic workforce. Moreover, the nationalities of foreign individuals entering Japan have also diversified. In the meantime, many challenges have also been identified towards attaining multicultural coexistence.

JP-MIRAI will continue to work closely with diverse stakeholders to promote the responsible acceptance of migrant workers by relevant parties, towards making Japan the "country of choice" for workers. We would like to express our sincere gratitude for your continued understanding, and we hope to receive your continued guidance and support.

Overview of the Organization

JP-MIRAI was established in November 2020 by a diverse group of stakeholders including private companies, local governments, NPOs, academics, and lawyers. The aim was to earnestly address the problems facing migrant workers in Japan and responsibly accept migrant workers to make Japan "a country of choice" for workers around the world.

In June 2023, General Incorporated Association JP-MIRAI was established to strengthen JP-MIRAI's operational structure.



Number of members: Approx. **900**

JP-MIRAI's Five-Year Journey

2020

From Jan Platform idea conceived
 From Mar Preparatory meetings (four sessions) + briefing group for relevant ministries and organizations

Nov **Established “Platform for Migrant Workers towards Responsible and Inclusive Society” (JP-MIRAI) as an unincorporated association**
(51 participating organizations and individuals)
Secretariat: ASSC and JICA



2021

From Jan Support for Vietnamese nationals in need (seminars, consultation, Japanese-language training)
 From Apr Support for Myanmar nationals (film screening, consultation)
 From Apr Study group on fee issues (four sessions, a total of 1,000 participants)
 From Jul JP-MIRAI consultation and grievance study group (four sessions)



2022

From Mar **Launch of the JP-MIRAI Portal**
Mar **General Incorporated Association JP-MIRAI Services established**
 From Apr **JP-MIRAI Assist (Consultation and grievance pilot program commissioned to CINGA)**
 Cooperation from the Tokyo Bar Association/Started to provide ADR for foreign nationals
Jun **Secretariat change: JTB/Cfre-en/JICA/JP-MIRAI Services**
Sep **Start of the JP-MIRAI Friends service (project funded by dormant deposits)**



2023

Mar **Reorganization into the General Incorporated Association JP-MIRAI**
 Apr Fair and Ethical Recruitment Symposium (in Hanoi)
 Jul **Launch of the Field Academy** (Vietnam, Indonesia)
 Oct Entered MoUs with the RBA and the Issara Institute

2024

Apr Internalized consultation services. Transferred the office to the JICA Ichigaya Building
Aug **Held a video learning workshop for SMEs (funded by the Toyota Foundation)**
 Sep Held an event for Japanese companies at the UN Responsible Business and Human Rights Forum, Asia-Pacific
 Nov Entered an MoU with the Japan Federation of Labor and Social Security Attorney's Associations



2025

Jan Entered an MoU with the Tokyo branch of Banco do Brasil
 Apr An ethical recruitment symposium was co-hosted by JP-MIRAI/ILO/RBA
May **Launched a paid membership system**
 From Jul **Started the Fair and Ethical Recruitment Initiative (FERI)**
 Aug Entered an MoU with the IOM Japan Office
 Oct Entered an MoU with Nagasaki Prefecture
 Dec Launch of **Corporate Learning Materials** (Manager Course)



Marking Our Fifth Anniversary:

Messages from Supporters



The Responsible Business Alliance (RBA) is the largest industrial coalition in the world, with more than 600 member companies globally, many of which have operations in Japan. In the past two years, the RBA has collaborated with JP-MIRAI to promote fair and ethical recruitment in Japan and other parts of Asia. We hope that the current activities of JP-MIRAI will become a part of pioneering initiatives to create “ethical migration routes” for welcoming foreign talent to Japan. We would like to congratulate everyone on the JP-MIRAI team on reaching their fifth anniversary.



Ci Q. Do, Ph.D., Responsible Business Alliance (RBA) Director of Asia Public Policy



Congratulations to JP-MIRAI on their fifth anniversary. It seems like it was only yesterday when I attended the inaugural general meeting while wearing a mask, during the peak of the COVID-19 pandemic, along with those who shared the belief of making Japan the “country of choice” for migrant workers. Over the past five years, JP-MIRAI’s activities have grown along with its membership. As one of your advisors, I hope to continue contributing towards JP-MIRAI’s continued growth and development.

Kenichi Tomiyoshi, Executive Vice President, Japan Textile Federation

Many congratulations on your fifth anniversary. I would like to express my deep respect for the efforts of everyone who has contributed to many initiatives over the years. Going forth, I hope you will be able to incorporate more first-hand perspectives and work with corporations and local communities to develop mechanisms that will enable migrant workers truly thrive in Japan’s society. I am looking forward to JP-MIRAI’s future and to keep working with you.



Momo Kitayama, Golden Bagan Myanmar-Asian Restaurant



My heartfelt congratulations on the fifth anniversary of JP-MIRAI. Since concluding our memorandum of understanding in November 2024, we have been collaborating on initiatives to assist migrant workers and companies, including the development of video learning materials and implementation of FERI. There are approximately 46,000 labor and social security attorneys nationwide who specialize in labor and social security laws. Many of them provide advice to companies that recruit migrant workers. We look forward to working with you and contributing towards creating work environments that provide employees with peace of mind.

Masakiyo Wakabayashi, President, Japan Federation of Labor and Social Security Attorney’s Associations

I would like to extend my heartfelt congratulations on JP-MIRAI’s fifth anniversary. This is, in my opinion, the outcome of listening to the voices of rights holders and your ongoing efforts to work with companies and local communities. I look forward to further advancements in the development of frameworks that enable migrant workers to thrive in Japanese society. I will continue to support JP-MIRAI’s endeavors.



Keiichi Ujiie, BHR Specialist, Global Compact Network Japan

Review of Activities

We would like to report on the following three activities:

- (1) Information Sharing and Mutual Assistance with Migrant Workers
- (2) Collaboration in Business and Human Rights
- (3) Mutual Learning and Public Communication

2025 Highlights

1. Launch of FERI operations

FERI (Fair and Ethical Recruitment Initiative) worked vigorously to prepare for its operational launch, and began full-scale operations this year in the three countries of Indonesia, Vietnam, and Nepal. Ten businesses, including recruitment agencies in countries of origin and in Japan and employers who support the FERI Guidelines had registered by the end of the year. At NJ-FERI (Nepal), the first recruitment drive through job orders based on FERI standards was also launched.

→ [Details on page 13](#)

2. Contributions to the Employment for Skill Development program

2025 proved to be an important year in institutional design for the Employment for Skill Development program, scheduled to commence in FY2027. JP-MIRAI co-hosted a forum with the RBA and the ILO in April, and in May submitted comments on the government's proposed related cabinet and ministerial ordinances based on an emergency survey of its members (the first initiative since JP-MIRAI was founded). As a result, we believe that we were able to contribute, to a certain extent, to policy formulation that includes establishing an upper limit for arrival fees in Japan while striving for fee elimination.

3. Release of corporate learning materials

In December 2025, the corporate learning materials for “The Basic Course on ‘Responsible Acceptance of Migrant Workers’ for Managers” was completed, and we have started awarding badges for completion within our paid member's website. Currently, we are working towards completion of the “Standard Course (with certification of completion)” and promoting the initiative through in a range of activities.

→ [Details on page 11](#)



4. Entered an MoU with Nagasaki Prefecture (Our first with a local government)

On October 15, 2025, JP-MIRAI entered an MoU with Nagasaki Prefecture regarding cooperation on the use of video learning materials and other measures for the appropriate acceptance and inclusion of migrant workers. In November, both parties jointly hosted a seminar for Nagasaki companies and organizations, launching collaborative activities.

→ [Details on page 18](#)



JP-MIRAI Portal

Project overview

Since 2023, JP-MIRAI has operated a free website called the “JP-MIRAI Portal” to disseminate suitable information to foreign nationals planning to come to Japan or are already living in the country.

The website provides categories including, “Before You Come to Japan,” “Working,” “Learning,” “Living in Japan,” “Stories,” and “Finding Help” with articles in 23 languages. The site also features contents that allow users to seek out information relevant to needs, including a “Three-Minute Human Rights Checklist” that enables self-assessment of one’s work and living environments, “Steps to Work and Learn!” that explains procedures necessary for residence status, and video materials that provide useful knowledge for daily life in Japan.



Activities in 2025

Addition of new functions

Until March 2025, the website was available in nine languages (Japanese, English, Spanish, Indonesian, Burmese, Portuguese, Tagalog, Vietnamese, and Chinese). However, by using automatic translation, this was expanded to 23 languages in April 2025, adding Korean, Malay, Thai, Nepali, Khmer, Mongolian, Sinhala, Hindi, Bengali, German, French, Italian, Russian, and Urdu. The newly added languages are powered with automatic translation provided by Google Translate.

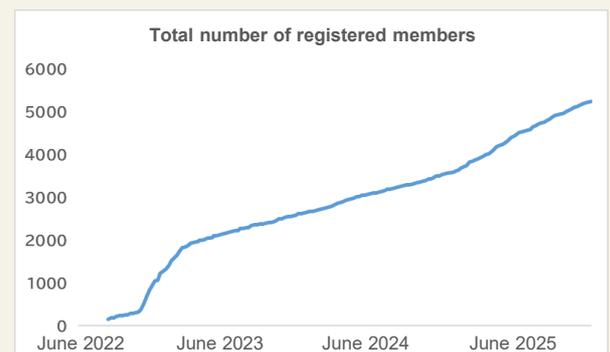
Promotional activities

- **Participation in the “Festival Brasil & Latino 2025”**
In July 2025, we participated alongside the Tokyo branch of Banco do Brasil at the “Festival Brasil & Latino 2025” to promote the JP-MIRAI Portal. We were able to introduce the Portal to more than 200 festival attendees, and many downloaded it on the spot.
- **Seminar for students at the North South University**
In September 2025, we held a seminar for students at the North South University in Bangladesh, introducing the Portal to approximately 30 students.



2025 achievements

- Total registered Portal users: **5,257** (As of Dec. 22, 2025)
* Refer to the chart on the right for changes since FY2022.
- Portal page views: **1,021,793** cumulative views
(As of Nov. 2025)
Approximately **33,000** views/month
- Total number of Portal articles: **192** (As of Dec. 25, 2025)



JP-MIRAI Assist

Project overview

JP-MIRAI Assist was launched in May 2022 as an outsourced consultation service for foreign nationals living in Japan. In April 2024, JP-MIRAI brought its consulting service into the organization. Consultations can take place by email, chat, and telephone, with support available in 23 languages.

Consultations are diverse and range from issues such as lifestyle, education, medical care, welfare, and taxes, with many focusing on employment and residence status. We are mindful of providing support tailored to each person's needs, and seek assistance from professionals such as lawyers, labor and social security attorneys, and certified administrative procedure legal specialists for individuals facing complex or challenging problems. We also collaborate with external support organizations when needed.



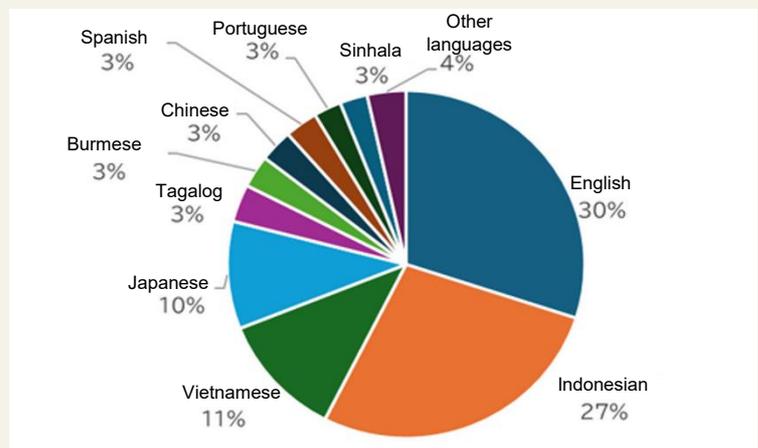
Activities in 2025

- When JP-MIRAI brought the Assist function in-house during the previous fiscal year, articles were published in the Portal to raise awareness about topics that saw a high volume of consultations. These included permission for activities outside the granted status of residency (the 28-hour rule), issues about recognition of children, and internship activities by international students. Assist will continue to provide useful information for foreign nationals living in Japan, based on the consultations received by the organization.
- There was active information exchange with the Foreign Residents Support Center (FRESC), international exchange associations, NPOs, registered support institutions, and supervising organizations. Information on the current issues facing foreign residents in Japan are shared and applied to daily consultation services.
- The addition of Vietnamese and Indonesian staff members has made consultation much smoother. Information from foreign staff is also beneficial to consultation and has led to a stronger consultation framework.

Consultation results

Period: Jan. 1 to Nov. 30, 2025

- No. of people seeking consultations: 200
- No. of consultations: 629
- No. of issues consulted on: 326 (Number of topics)
- Supported languages: Refer to the chart on the right

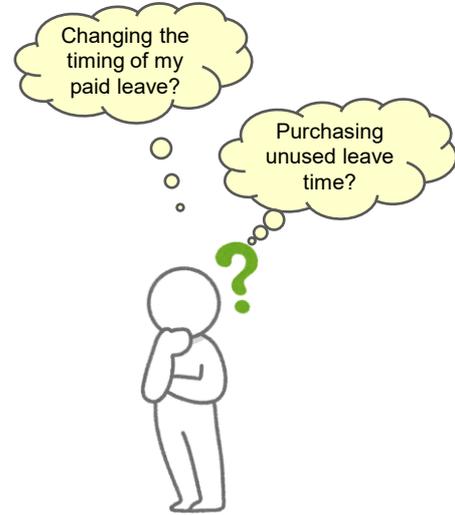


Examples of consultations

[Case (1) Labor and leave]

We received a consultation from a male Vietnamese national (status of residence: Specified Skilled Worker) informing us that his employer does not allow him to freely use his paid leave and does not purchase his unused paid leave days. He claimed that his applications for paid leave were denied and the company instructed him to take time off on alternate dates. Furthermore, he believed that the company would purchase any unused paid leave days, but this did not occur.

Assist confirmed the details of the situation, including the circumstances surrounding the application of this individual's paid leave and responses from the responsible staff. As it appeared that a lack of understanding of the paid leave system may have been the contributing factor in this instance, we explained the paid leave system and the rights of a company to alter the leave schedule. Furthermore, our Vietnamese staff member helping with this case talked to him on the differences between Japan and Vietnam regarding paid leave, which convinced the individual. As a result, it was determined that going forward, the individual would consult the company first to plan out his paid leave before making an application.



[Case (2) Status of residence and activities outside the granted status]

We received consultations from multiple individuals (status of residence: mostly international students) regarding permission for activities outside of their granted status of residence (limited to within 28 hours), who noted that they were unsure how to calculate these 28 hours. The 28-hour per week rule calculation states that working hours must not exceed 28 hours during any successive seven-day period, regardless of the starting day.

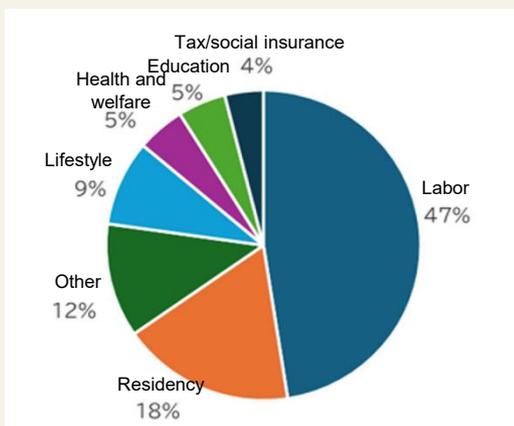
However, many seeking consultation were confused about the “regardless of the starting day” concept, and we continued to receive inquiries about whether one week meant Monday through Sunday or Sunday through Saturday. To address this issue, we created a Portal article that clarifies how the 28-hour rule is calculated and offers cautionary advice for activities outside the status of residence to promote better understanding.



From the JP-MIRAI Portal



● Consultation topic breakdown



| Breakdown of "Labor" | | No. of cases | % within "Labor" consultations |
|--|--|--------------|------------------------------------|
| Issues related to technical intern trainees (work duties, skill testing, etc.) | | 40 | 26% |
| Labor contracts and work rules | | 20 | 13% |
| Other labor issues (job-hunting, etc.) | | 20 | 13% |
| Breakdown of "Residency" | | No. of cases | % within "Residency" consultations |
| Other matters related to residency (permission for activities outside the granted status of residency, etc.) | | 32 | 55% |
| Changing or renewing status of residence | | 15 | 26% |
| Entering/Exiting Japan (applying for status of residence, etc.) | | 11 | 19% |
| Breakdown of "Other" | | No. of cases | % within "Other" consultations |
| Consultation before arrival in Japan | | 21 | 54% |
| Other | | 15 | 38% |
| Inquiries about Assist | | 3 | 8% |

Project overview

Initiatives related to human rights in compliance with international standards, such as supply chain management and ethical recruitment by companies along with relevant legislation, are making progress worldwide. JP-MIRAI offers a Collaborative Program to support efforts that are difficult for individual companies to tackle on their own. We provide multilingual consultation services and grievance mechanisms for foreign employees in supply chains, along with support for human rights due diligence.

1. JP-MIRAI Assist (Consultation desk/Grievance mechanism)

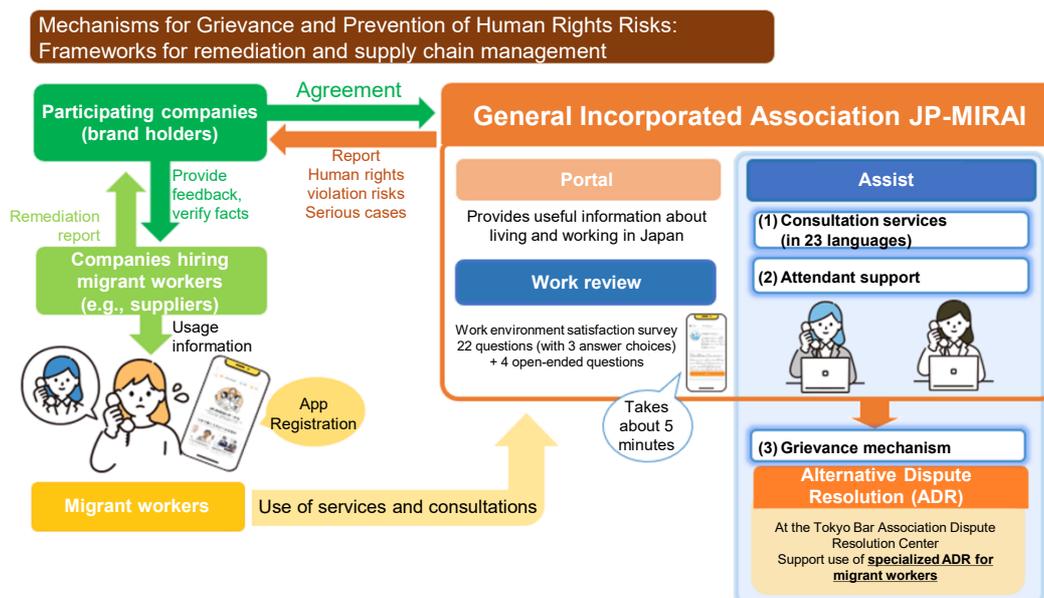
- Five days a week (Tue. through Sat.) 10 am to 6 pm, multilingual consultation services in 23 languages
- Offers a grievance mechanism through the ADR system of the Tokyo Bar Association

2. JP-MIRAI work review (Human rights DD support tools)

- Work environment satisfaction survey for foreign employees offered in nine languages

3. Support for corporate capacity building

- Regular information sharing meetings for corporations participating in the Collaborative Program (Four times a year)
- Provision of legal advice from appointed attorneys and supply chain management support by secretariat advisors
- Provision of videos introducing the JP-MIRAI Assist/Work review (in 12 languages)



28 participating companies in 2025 (in Japanese syllabary order)

Number of related companies: 201, Number of workers supported: 31,256 (As of December 23, 2025)

Aisin Corporation
Ajinomoto Co., Inc.
Amazon
α Hiraoka Co., Ltd.
Isuzu Motors Limited
Obayashi Corporation
Kao Corporation
Konoike Transport Co., Ltd.
Suntory Holdings Limited
Shidashiko Corporation

Starbucks Coffee Japan, Ltd.
Subaru Corporation
Seven & i Holdings Co., Ltd.
Daihatsu Motor Co., Ltd.
Takaki Bakery Co., Ltd.
Toyota Enterprise Inc.
Toyoda Gosei Co., Ltd.
Toyota Motor Corporation
Toyota Industries Corporation

Toyota Tsusho Corporation
Nissui Corporation
Nissei Delica Corporation
Hirano Vinyl Industry Co., Ltd.
Maruha Nichiro Corporation
Mitsui Fudosan Co., Ltd.
Mitsubishi Estate Co., Ltd.
Meiji Holdings Co., Ltd.
Ryohin Keikaku Co., Ltd.

Activities in 2025

Mutual learning among participating companies (regular information sharing meetings)

Four opinion-exchange sessions were held under the Collaboration Program in FY2025 (April, July, October, and January of the next year), during which information and case studies on business and human rights were shared.



A fully in-person opinion-exchange session was held in October, involving in-depth discussions with participating companies on practical challenges and response measures.

After Attorney Shimamura shared recent cases about migrant workers, Mr. Ikebe from Worlding Inc. presented case studies of special practices of human rights departments and human rights due diligence to gain on-site trust, in-person discussions took place using the corporate case study exercise provided by Attorney Sugita.

The session proved to be a valuable learning experience, as participants actively discussed themes such as detailed measures required of companies, and establishing frameworks to prevent similar recurrences in the future.

Corporate/supplier support

- We helped companies to implement human rights due diligence and set up grievance mechanisms.
- We enhanced tools to provide information (flyers) by revising them into a more user-friendly appearance with less text to improve accessibility for foreign nationals.
- We accompanied migrant workers to briefings on JP-MIRAI Assist to promote understanding of it.
- We held consultations on living and working, and guided individuals to appropriate support services when necessary.



Use tailored to needs of companies and other organizations

A system has been established that enables companies that have signed up for paid bulk memberships (D member accounts) to provide JP-MIRAI services to their partner companies, free of charge.

With this initiative, their partner companies can obtain accurate information about the recruitment and acceptance of migrant workers by using an LMS (learning management system). Furthermore, an environment that also offers consultation has also been developed, making one-on-one consultation for staff responsible for matters related to foreign nationals possible. Thus, support for the employment of migrant workers has been achieved through the integrated supply of the services JP-MIRAI has offered to this point.

Going forth, we will expand corporate services tailored to the needs of companies, industrial associations, local governments and other organizations.



Corporate Learning Material

Project overview

Regardless of migrant workers' nationalities, developing work environments in which all employees may work with peace of mind and build relationships of trust with communities to help migrant workers root themselves in local communities is essential. To encourage practical application of this knowledge, JP-MIRAI has created and made available learning materials that provide explanations on topics such as **“Business and Human Rights,” “Circumstances unique to migrant workers,”** and **“Inclusion in local communities”** to companies that employ migrant workers that are easy to understand.

We are expanding opportunities to incorporate the perspectives of relevant parties, including employers, migrant workers, and Japanese employees while promoting collaborations with local governments, industrial associations, labor and social security attorney associations, and civil organizations. This will enable us to further develop learning materials that are **effective and easy to use and understand.**

Activities in 2025

We are moving forward with the development of **“The Basic Course on ‘Responsible Acceptance of Migrant Workers’ for Managers,”** selected for funding under the Toyota Foundation FY2023 Special Subject grant “Migrants and Japanese Society” (Period: Two years from May 2024), and pursuing its dissemination through various strategies.

A **course geared toward managers (one hour of learning and a badge test)** became available in December inside the paid-member LMS. At the same time, we established a corporate help desk offering various consultations, ranging from the use of learning materials to other topics related to employment.

We plan to release a **standard course for responsible staff (five hours of learning and a certification test)** in January 2026, created from user feedback and advice from expert core members involved in learning material development.

Results of dissemination

Users of learning materials: Approximately **270** (As of December 2025)

Learning material launch event

-Towards realization of appropriate acceptance of migrant workers and an inclusive society-

On September 2, there was a gathering of 83 participants that included diverse panelists from companies, local governments, labor and social security attorneys, lawyers, and civil organizations, along with experts involved in the creation of learning materials. To prepare for the strengthening of regulations on violations of human rights in the EU market from 2027 and towards acceptance of migrant workers with the Employment for Skill Development program, all management and staff involved in supply chains (production sites and procurement) and recruitment chains (employment and human resource management), regardless of company size, need to be able to act responsibly. The following ideas were proposed in addition to the formulation of human rights policies at individual companies along with audit and certification systems per industrial association. This was based on the belief that the demand for these learning materials will grow as a way to learn the fundamentals of business and human rights to put into practice:

- **Employee e-learning material/group training materials at major corporations**
- **Referrals from labor and social security attorneys to companies that employ migrant workers**
- **Awareness-raising materials to be used by supervising organizations/audit firms during regular visits to companies that employ migrant workers**
- **Use by CSOs and universities as learning materials on business and human rights for the general public and students**
- **Use by local governments and companies together with work engagement surveys and effectiveness evaluations**

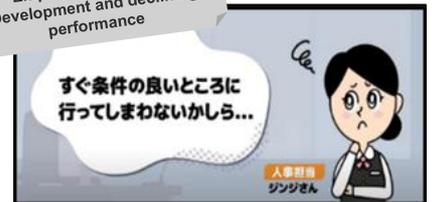
[Some samples of learning materials published on the webpage]



For example, pressure from buyers regarding human rights due diligence initiatives...



Transfers after the start of Employment for Skill Development and declining performance



Relationships with the local community...



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Corporate Workshops/Information Provision (LMS)

Employment for Skill Development program seminar

With the cooperation of Attorney Sugita from Global HR Strategy, we held a three-part seminar series to promote comprehensive understanding of the latest developments and status of deliberation by the relevant ministries regarding the Employment for Skill Development program.

[Session 1] Public seminar held on October 7, 2025
“News on the Employment for Skill Development Program! What Businesses Need to Do”

[Session 2] Closed seminar held on October 23, 2025
Target: Companies participating in the Collaboration Program (A Member Companies)
“Case Study Exercises for Corporations + How to Use FERL”

[Session 3] Closed seminar scheduled for January 20, 2026
Target: Paid members of JP-MIRAI
“Recent Developments in Operational Policy Deliberation per Sector and Schedules Toward the Transition to Employment for Skill Development”



Seminar for Kansai Businesses

On October 30, 2025, we welcomed companies based in Kansai and a board member of the Japan Federation of Labor and Social Security Attorney's Associations for a seminar in Osaka under the theme of “What companies accepting migrant workers should do immediately: Preparing for the new Employment for Skill Development program and towards business and human rights.”

Participating companies and organizations (in order of appearance)

- Cre-en Inc.
- Miki Shoko Co., Ltd (Miki House)
- Daihatsu Motor Co., Ltd.
- Japan Federation of Labor and Social Security Attorneys' Associations



Information provision on LMS development

We offer a monthly update and provide to our paid members a diverse curated collection of information, articles, and news coverage related to “Business and Human Rights.” These documents are continuously posted on LMS, and members are welcome to access and view them at any time. Members will be able to efficiently and thoroughly gather information by reviewing the latest information, which will help them clearly grasp trends and key points of discussion regarding business and human rights.

— JP-MIRAI paid membership program: Member services —

Access to seminars and events

- 1 Seminars featuring experts and specialized institutions for paid members
- 2 Events for paid members (mutual learning sessions, information sharing, roundtable discussions)

Access to an information site (LMS)

- 1 Ongoing provision of information related to “Business and Human Rights” and the appropriate acceptance of migrant workers.
- 2 Access to **archived seminar videos*** of events held by JP-MIRA.
* Events available for publication
- 3 Access to **videos and materials for corporate learning** (online learning materials with completion certification) and **corporate support desk** services.
① ② are for paid membership A to D ③ is for paid membership A, B, and D

FERI

- Fair and Ethical Recruitment Initiative

Project overview

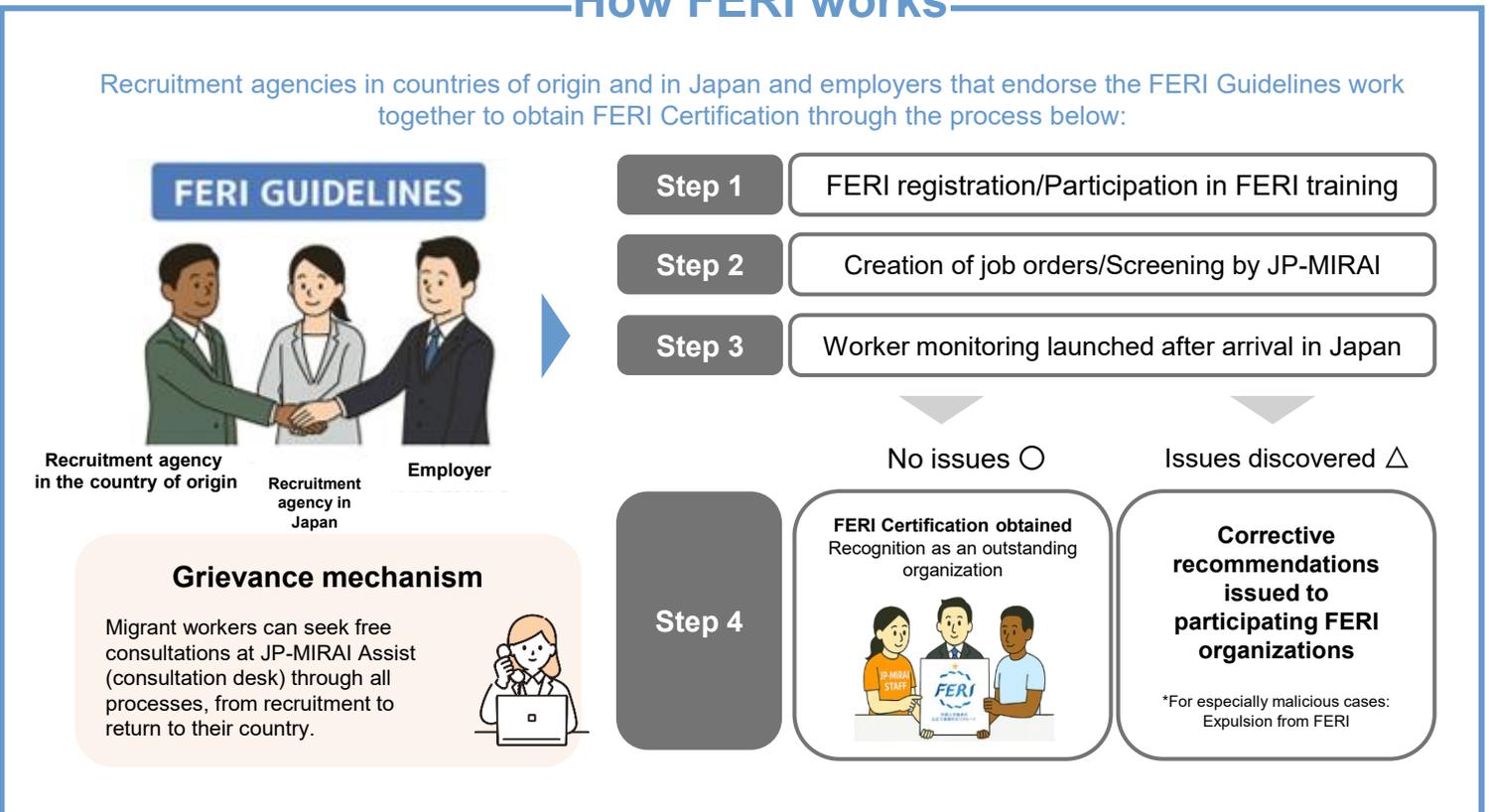
FERI (Fair and Ethical Recruitment Initiative) is a private sector-led initiative based on international standards that aims to prevent fee-charging and unfair recruitment when employing migrant workers.

The framework was designed by JICA in collaboration with other organizations such as the ILO and RBA, and JP-MIRAI is responsible for operating it. The roles and responsibilities of recruitment agencies in countries of origin and in Japan and employers (receiving companies) are defined within the FERI Guidelines*, and FERI Certification is awarded to recognize employers and agencies with good practices, based on worker monitoring.

This initiative is expected to support compliance with increasingly strict international standards related to the recruitment of migrant workers and be effective in securing quality talent and improving employee retention.

How FERI works

Recruitment agencies in countries of origin and in Japan and employers that endorse the FERI Guidelines work together to obtain FERI Certification through the process below:



* The FERI Guidelines copyright is owned by Global HR Strategy, and the General Incorporated Association JP-MIRAI has been granted usage rights.

Activities in 2025

The program's launch was prepared in the first half of the year, and practical training then took place for approximately 70 recruitment agencies in Vietnam, Indonesia, and Nepal. The program was then launched in those same countries in the latter half of the year. Additionally, launches are being prepared for Bangladesh and India.

There were also initiatives to promote the understanding of ethical recruitment through the launch of a FERI newsletter and seminars for employers in Japan.

In December, the first FERI-certified job order was issued at NJ-FERI (Nepal). (Refer to the next page for details)



▲ FERI briefings took place at five symposiums and international conferences, including the UN RBHR Forum 2025 in September. This sparked interest from the international community as well.

Example of a job order based on FERI standards

Since its launch, around ten companies have passed JP-MIRAI screening and become registered as FERI employers and agencies. Of these, we spoke with three parties involved in the first recruitment case based on FERI standards, and asked about the background of their initiatives and what future they hope to achieve through FERI.

FERI-Certified Job Order No. 20250001

Industry/Occupation: Semiconductor and electronic component manufacturing business

Number recruited: 10 (planned)

Salary (monthly) : ¥177,848

Sending country: Nepal (NJ-FERI)

Status of residence: Technical intern training

Fees borne by workers: ¥0

[Fees borne by the employer (per worker)]

¥513,700 + Round-trip airfare/*Of this, the amount that increased due to compliance with FERI standards: ¥296,000

Recruitment Agency in Japan GMT Co-op

As a member of a recruitment agency in Japan, we have noticed two particular issues that occur before foreign talent arrive in Japan. These are: (1) misleading information at overseas sites, including insufficient information for job orders; and (2) the increase of fees imposed on the workers themselves. We felt that FERI was a potential solution in our search to solve these problems.

In the end, the primary reason we were able to start this initiative was the understanding and support for FERI by the recruitment agencies and employers.

In future, we hope to establish a standard scheme with reputable companies along with responsible recruitment agencies that connect quality talent. Through broadening options, including FERI, and the criteria for the Employment for Skill Development program, we seek to increase the number of employers that participate in the initiative and contribute to greater awareness. Through our direct interactions with talent and recruitment agencies in various Asian countries, we have noted that there still are many individuals who wish to come over to Japan. We will work to standardize fair recruitment practices by focusing on creating an environment in which debt and drawn-out procedures will not be an obstacle.



Employer Murata Industry Co., Ltd.

We have been accepting technical interns and Specified Skilled Workers from a wide range of foreign nationalities since 2005. During recruitment, we carefully explain job duties, local environments, and employment terms to prevent misunderstandings on both sides. We strongly endorse FERI, based on the understanding we have developed towards diverse cultures, religions, and customs through these experiences. We hope to support JP-MIRAI'S activities by refusing to do business with unsuitable recruitment agencies in Japan/Country of Origin.



Recruitment Agency in Country of Origin Success Nepal Manpower Agency

As a recruitment agency in Nepal focusing on Japan, we have been committed to fair and ethical recruitment practices for 14 years. In addition to Japanese language education, we also provide systematic training that covers special terminology necessary at manufacturing sites, safety management, Japanese corporate rules, the five "Ss" and *horenso* (reporting, contacting, and consultation). We hope to help people fulfill their dreams as an ethical recruitment pioneer through practicing recruitment based on FERI standards.



International Collaboration

Project overview

International collaboration is the foundation of JP-MIRAI's activities, which touches on multiple initiatives such as the Fair and Ethical Recruitment Initiative (FERI) and support for overseas supply chain management.

These activities initially began with receiving advice from partner organizations on human rights initiatives within domestic supply chains, assessed against international standards. Toward 2025, we also strengthened partnerships with international organizations and NGOs that have regional hubs in overseas procurement locations and countries that send over workers. This is because products headed for Western markets are now increasingly required to meet international standards throughout the entire supply chain both within and outside of Japan, and because corporate demand for international information collection and monitoring support grow.

Activities in 2025

Although collaborations started with advice received when devising the FERI framework and corporate learning materials, in 2025 we saw a notable expansion of opportunities for cooperation outside of Japan. For example, there were opinion exchanges on labor migration trends, policy developments, and partnerships (especially with the regional and country bases of UN IOM and the ILO) in sending countries. There were also appearances at international conferences (those hosted by UN IOM, the ILO, and the RBA) and co-hosting of local observation tours.

In August, we also entered a cooperation agreement with UN IOM to further strengthen collaboration for activities that include the protection of migrant worker rights in Japan and overseas, mutual learning, research, and information dissemination.

| Major collaborators and collaboration activities for 2025 | |
|---|--|
| Responsible Business Alliance (RBA) | Advice for FERI framework design Co-hosting of zero-fee-related events, etc. (A two-year cooperation agreement from October 2023) |
| International Labour Organization (ILO) | Advice for FERI framework design Information sharing among sending countries Co-hosting of zero-fee-related events Advice for corporate learning materials Sharing of materials to be distributed before arrival to Japan regarding consultation and grievance, etc. |
| International Organization for Migration (UN IOM) | Information sharing of FERI activities in sending countries Mutual cooperation at related international conferences Co-hosting of local tours for Japanese companies, etc. (Cooperation agreement from August 2025) |
| Issara Institute | Seminars related to overseas supply chain management/ Information provision Co-hosting of local tours for Japanese companies, etc. (A three-year cooperation agreement from November 2023) |



Photo courtesy of: UN IOM

Co-hosted symposium by RBA/ILO/JP-MIRAI —Reflecting on Appropriate Recruitment of Migrant Workers—

There was much interest in the April 8 event, amid the announcement of the ministerial ordinance draft for the Employment for Skill Development program and heightened public interest in issues such as fees incurred on migrant workers before arriving in Japan and their settlement in local communities. A total of 76 individuals participated on-site and 159 joined online.

The event opened with presentations on fair recruitment from an international perspective, from an ILO expert and the director in charge of labor issues at the RBA. The latter half featured diverse panelists including representatives from sending countries, employing companies, governments, economic organizations, labor unions, and other stakeholders for a discussion on whether recruitment that complies with international standards could be achieved in Japanese recruitment chains.



Participation in the UN RBHR Forum and a Bangkok Tour for corporations —Listening to the Perspectives of Myanmar Migrant Workers and Learning About the Present State of Local Suppliers —

As with last year, a tour was organized for Japanese companies and organizations participating in the Bangkok UN Business and Human Rights Forum, departing locally. (Co-hosted by IOM Thailand and the Issara Institute).

This year, a one-day tour took place on September 15 that combined discussions with Myanmar migrant workers and their supporting NGO, along with a seafood processing plant in which approximately 80% of workers are from Myanmar. The tour received positive feedback from all 18 participants.



Photo courtesy of: Issara Institute

Promotion of Member Initiatives

Project overview

We ask all members to submit their activity reports twice a year under the JP-MIRAI Code of Conduct.

Plans and reports that are available for public disclosure are shared on member forums and the members' case study pages on the website. This is to encourage mutual learning, problem solving, and the improvement of living and working environments of migrant workers between members.



Activities in 2025

In the first half of FY2025, individuals and organizations submitted a total of 87 member activity plans and reports. Furthermore, Members' Forums took place in July and November, each with approximately 80 participants. Both forums enjoyed lively discussions and served as valuable venues for exchanges.

Members' Forum (first half)

Friday, July 4, 2025

The symposium "The Current State and Challenges Regarding Safety Nets for Foreign Nationals" tackled the importance of multi-agency collaboration, information dissemination, and human resource development to fill in regional gaps and lack of support, in light of the growing number of consultations on living challenges and isolation for foreign nationals. It concluded that the key is to establish support frameworks that ensure psychological safety and leave no-one behind. Regarding member activity reports, the following four organizations made presentations.

- Sugawara Industry, Co., Ltd.
- Global Business Alliance
- UACJ Corporation
- GMT Co-op

Members' Forum (second half)

Friday, December 12, 2025

Three sessions were held in which challenges such as support for migrant workers, human rights considerations, and acceptance within local communities were shared. Difficulties such as the lack of on-site information, disparities in human rights awareness among relevant parties, and the limited framework for SMEs were highlighted.

To help solve these problems, JP-MIRAI is expected to serve as a hub that connects relevant parties through information sharing and promotion of collaboration.



Individuals and Organizations Receiving Certificates of Appreciation

(Listed in no designated order, with honorifics omitted)

At the second half forum, certificates of appreciation were awarded to those who had made significant contributions to the growth of initiatives.

- Miwa Yamada (Japan External Trade Organization, JETRO)
- Kenichi Tomiyoshi (Japan Textile Federation)
- Keiichi Ujiie (Global Compact Network Japan)
- Momo Kitayama (Golden Bagan Co., Ltd.)
- Tsutomu Komoda (Komoda Office of a Labor and Social Security Attorney)
- Shoichiro Ikebe (Worlding Inc.)
- Bhupal Man Shrestha (Japan Association of Foreigners)
- Gen Nakatani (Former Special Advisor to the Prime Minister for international human rights issues)
- Mainichi Newspapers Kokoro Project
- NPO Japan Vietnam Tomoiki Support Association
- Global Business Alliance (GBA)
- NPO Adovo
- GMT Co-op
- Japan Federation of Labor and Social Security Attorney's Associations
- International Labour Organization (ILO) Office for Japan
- International Organization for Migration (UN IOM) Office for Japan
- Citizen's Network for Global Activities (CINGA)
- Keidanren
- Cre-en Inc.
- The Global Alliance for Sustainable Supply Chain (ASSC)
- Toyota Motor Corporation
- Responsible Business Alliance (RBA)
- Issara Institute

Events/PR Achievements

Events held in 2025

| Date | Event | Co-hosted/Cooperated with | Number of participants |
|------------------------|--|--|--------------------------|
| February 4 | Seminar sharing cases on returning talent (Farmers Cooperative) | | 80 online |
| February 6 | “JP-MIRAI Programs for Companies 2025” New information briefing: Launch of ethical recruitment and significant service expansion | | 58 online |
| March 25 | Seminar for local governments “Local Initiatives for the Acceptance of Migrant Workers and Use of JP-MIRAI Tools” | | 80 online |
| April 8 | Joint RBA-ILO-JP-MIRAI symposium “Reflecting on Ethical Recruitment” | RBA/ILO | 76 in person, 159 online |
| April 15, May 28 | Workshop on sending recruits from Indonesia | | Total of 167 online |
| April 21 | FERI orientation for Vietnamese sending organizations | ILO Vietnam | 20 in person |
| May 15 | FERI orientation for Indonesian sending organizations | Indonesian Migrant Worker Protection (KP2MI) | 39 in person |
| June 9 | FERI orientation for Nepalese sending organizations | Nepal Association of Foreign Employment Agencies (NAFEA) | 35 in person |
| July 4 | 2025 First Half Members' Forum | | 86 in person |
| July 11 | Report session on the Indonesia Field Academy | | 72 online |
| July 19-20 | Participation in the Festival Brasil & Latino 2025 | Banco do Brasil | - |
| August 5 | Seminar on sending workers from Uzbekistan | | 70 online |
| August 7 | RBHR briefing event | IOM Thailand/GCNJ/Cre-en Inc. | 70 online |
| September 2 | Launch event for video learning materials for SMEs | | 83 in person |
| September 9, October 1 | Workshop on sending recruits from India | | Total of 190 online |
| September 15 | Study tour on migrant workers and suppliers | IOM Thailand/Issara | 18 in person |
| September 25 | Reflecting on Appropriate Recruitment and Employment for Engineer/Specialist in Humanities/International Services Status | The Japan Association for the Employment of Foreign Nationals | 100 online |
| October 7 | Seminar on the latest developments including the ministerial ordinances draft for the Employment for Skill Development program | | 165 online |
| October 20 | Seminar: “Movement and Retaining Factors of Migrant Workers in Regional Areas: Reflecting on Declining Work Engagement and Addressing Issues” | | 86 online |
| October 30 | Seminar for Kansai companies: “What Companies Accepting Migrant Workers Should Do Immediately: Preparing for the New Employment for Skill Development Program and Towards Business and Human Rights” | Japan Federation of Labor and Social Security Attorney's Associations, Cre-en Inc. | 53 in person |
| November 12 | Seminar on the appropriate acceptance and retention promotion of migrant workers | Nagasaki Prefecture | 30 in person, 112 online |
| December 12 | 2025 Second Half Members' Forum | | 77 in person |
| December 22 | Report Session on the India Field Academy | | 27 online |

Major policy documents and publications

| | | |
|-------------|--|--|
| January 15 | Keizai Doyukai “Opinions of the Implementation of the New Employment for Skill Development Program” | Introduced JP-MIRAI initiatives. |
| June 15 | New Business Law Issue 1292 (June 15) “Business and Human Rights”: Key Practical Factors for Understanding, Part 9 General Incorporated Association JP-MIRAI | A comprehensive introduction to JP-MIRAI's organization and activities |
| October | DIWA (Dignity in Work for All) “A Primer on Ethical Recruitment For Business Organizations in Japan” | Detailed explanation on JP-MIRAI's FERI |
| November 15 | <i>Gekkan Sharoshi</i> November Issue “Launch Event for Video Learning Materials for SMEs by JP-MIRAI” | Introduced JP-MIRAI's launch event for corporate learning materials |
| December 16 | Keidanren policy proposal “Policies Regarding Foreign Nationals During a Time of Transition” | Noted the importance of JP-MIRAI's FERI. |
| December | Revised action plan regarding “Business and Human Rights” Coordination meeting for relevant ministries and agencies to promote the implementation of the action plan on business and human rights | JP-MIRAI's grievance program was published as a government initiative |

Collaboration with Local Governments

Project overview

In regional areas, technical intern trainees have contributed to the labor supply and to maintaining population levels as core workers in major industries. However, an accelerated outflow of workers to urban areas is expected. This is because job changes will become possible with the transition to the Specified Skilled Worker program and the introduction to the Employment for Skill Development program, scheduled for 2027. The number of workers accepted into the Specified Skilled Worker program is also expected to surge, further intensifying competition for talent in regional areas.

JP-MIRAI aims to promote the retention of migrant workers by cooperating with local governments, companies, and support organizations. Together, we will develop “local communities of choice” and support workplace development through appropriate guidance, evaluation and opportunities for growth by improving corporate acceptance environments and collaborating with local communities.

Activities in 2025

Memorandum of Understanding with Nagasaki Prefecture

On October 15, 2025, JP-MIRAI entered a Memorandum of Understanding (MoU) with Nagasaki Prefecture to cooperate in promoting appropriate acceptance of migrant workers and inclusive practices.

With this, the two parties co-hosted an event on November 12 featuring lectures from experts and a panel discussion for local companies, supervising organizations and registered support organizations on future initiatives toward implementation of the Employment for Skill Development program. Nearly 150 people participated both in-person and online, indicating a high level of interest in the subject.



<Planned collaborative activities>

- (1) Utilize and measure the effectiveness of the JP-MIRAI's corporate video learning materials
- (2) Implement on-site training for businesses
- (3) Do work engagement surveys for local areas
- (4) Hold seminars and other initiatives on appropriate employment of migrant workers

Regional stakeholder meeting @Nagasaki and Kagoshima

In May 2025, a meeting co-hosted by the Nagasaki Prefecture Department of Industry and Labor's Future Human Resources Division and the Kagoshima Prefecture Department of Commerce, Industry, and Fisheries' Migrant Worker Policy Promotion Division was held that gathered local stakeholders from each area. Approximately 20 organizations took part in the meeting, including prefectures, companies, supervising organizations, chambers of commerce, and responsible city and town divisions, sharing challenges experienced from their standpoints.

Participants shared thoughts on topics such as the realities of talent retention at companies, difficulties involved with securing housing and establishing consultation frameworks. Attendees from prefectural divisions noted that the meeting served as a meaningful opportunity to listen to actual challenges faced on site.



Seminars for local governments

● “Local Initiatives for the Acceptance of Migrant Workers and Use of JP-MIRAI Tools” (March 25)

This seminar featured Mr. Ikebe from Worlding Inc. as a presenter, introducing initiatives undertaken by local governments on the acceptance of migrant workers and introducing JP-MIRAI tools available for use by local governments.

● “Factors Affecting Movement and Retention of Migrant Workers in Regional Areas: Reflecting on Declining Work Engagement and Solving Problems” (October 20)

This seminar invited Professor Masao Manjome (Tokai University) and Professor Ryo Kambayashi (Musashi University) to analyze data for factors that influence the retention of migrant workers. Examination focused especially on the impact of Japan's work engagement, which is said to be at low levels, on workers such as technical intern trainees.

Field Academy

Project overview

We organize study tours together with JP-MIRAI members and visit local governments, sending organizations, educational institutions, and international organizations in countries that send workers to Japan. These tours enable participants to visit various institutions that would be challenging to arrange individually, and allow them to leverage the knowledge and networks gained through exchanges with diverse stakeholders to improve the state of migrant worker acceptance in the future.

5th Study Tour: Indonesia

Period: June 15 to 22, 2025

Participants: 16 JP-MIRAI members and secretariat staff

The tour group travelled to Indonesia (Jakarta and Bandung), and visited sites such as the Embassy of Japan, Indonesian Migrant Worker Protection, Ministry of Manpower, educational institutions, and sending organizations. The tour also featured discussions on the technical intern training program and discussions with former intern trainees. A stakeholder meeting took place on the final day of the tour to share awareness of problems related to sending Indonesian workers to Japan.



<Schedule>

- Jun. 15 (Sun): Departure from Narita Airport and arrival in Jakarta
- Jun. 16 (Mon): Visited the Embassy of Japan, Indonesian Migrant Worker Protection, and Darma Persada University
- Jun. 17 (Tue): Visited one sending organization and Vocational Training Center BBPVP (Bekasi), and held discussions with technical intern trainees
- Jun. 18 (Wed): Visited three sending organizations (LPK/SO, P3MI) and a vocational high school (SMK)
- Jun. 19 (Thu): Day trip to Bandung: Visited one regional sending organization (LPK/SO), Polytechnic of Tourism NHI, and Vocational Training Center BBPVP (Bandung)
- Jun. 20 (Fri): Stakeholder meeting (exchanges with organizations including the Embassy of Japan, JICA, IOM, and sending organizations)
- Jun. 21 (Sat): Free time before departure from Jakarta and arrival at Narita on Sunday, June 22

<Awareness of problems>

A stakeholder meeting was held at the JICA Indonesia Office. At this meeting, members of the study tour summarized problems related to sending workers from Indonesia to Japan, and using these identified challenges, discussions took place in which local stakeholders provided feedback that primarily focused on solutions. Frontline issues were shared, and stakeholders from both countries cooperated to discuss practical measures that would serve as solutions.

| Problem | Potential solutions |
|--|---|
| Unclear sending systems and frameworks | <ul style="list-style-type: none">Government of Indonesia: Clarify systems and eliminate impractical regulationsGovernment of Japan: Introduce a human rights policyFacilitate opportunities for dialogue among public and private stakeholders in each countryIncorporate solutions into policies |
| Difficulty in securing human resources | <ul style="list-style-type: none">Promote collaboration between local governments, industrial associations, and Indonesian educational institutionsExpand access to qualification examinations (Specified Skilled Worker and Japanese language testing) |
| Human rights and fee-related issues | <ul style="list-style-type: none">Establish rules on fees incurred before arrival in JapanPromote fair and ethical recruitment (IJ-FERI)Strengthen human rights protection (JP-MIRAI Assist)Leverage support from international institutions (JICA, ILO, IOM) |
| Insufficient training before arrival | Strengthen orientation before departure (Human rights, disaster preparation, and cultural understanding) |

6th Study Tour: India

Period: November 15 to 22, 2025

Participants: 6 JP-MIRAI members and secretariat staff

The tour group travelled to India (Delhi and Nagaland), and visited sites such as the Embassy of Japan, state governments, educational institutions, and sending organizations. The tour also included discussions on the technical intern training program and discussions with students aspiring to work in Japan. A stakeholder meeting took place on the final day of the tour to share awareness of problems related to sending Indian workers to Japan.

<Schedule>

- Nov. 15 (Sat): Departure from Haneda Airport and arrival in Delhi
- Nov. 16 (Sun): Departure from Delhi and arrival in Dimapur for a visit to a sending organization
- Nov. 17 (Mon): Exchanges with the Nagaland State Government and the students of Nagaland University
- Nov. 18 (Tue): Departure from Dimapur and arrival in Delhi
- Nov. 19 (Wed): Visited the Japan Embassy, NSDC, and one sending organization. Held a working dinner with a total of 16 participants including individuals from the sending organization, the JICA Office, ILO, and IOM)
- Nov. 20 (Thu): Visited three sending organizations
- Nov. 21 (Fri): Held a roundtable discussion (Issues regarding the sending of workers from India were shared and opinions exchanged. Participants: A total of 20 including individuals from sending organizations, Japan Embassy, the JICA Office, and IOM)
- Nov. 21 (Fri): Arrival at Haneda Airport



Exchanges with students in Nagaland State



Visiting a sending organization in Delhi

<Awareness of problems>

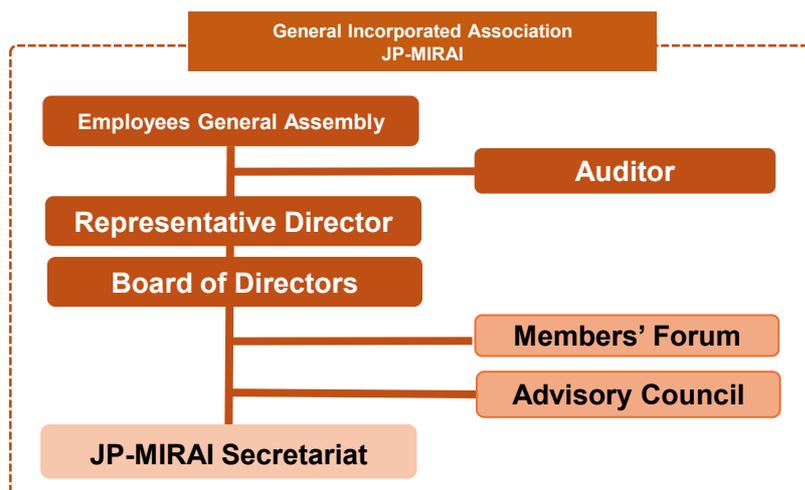
A roundtable discussion took place in India with diverse stakeholders including participants from the Ministry of External Affairs, NGOs, sending organizations, and representatives from the Japan Embassy. At this gathering, members of the study tour summarized problems related to sending workers from India to Japan, and using these identified challenges, discussions were conducted in which local stakeholders provided feedback that primarily focused on solutions. Frontline problems, such as regional disparities and systematic issues, were shared, and stakeholders from both countries cooperated to discuss practical measures that would serve as solutions.

| Problem | Potential solution |
|--|--|
| Supply-demand imbalance/insufficient information | <ul style="list-style-type: none"> • Japan: Clarify job information and systems, present accepting strategies per sector • India: Enhance career information per region and develop a government portal • Both countries: Develop an integrated platform and improve prior guidance |
| Weak career opportunities after returning home | <ul style="list-style-type: none"> • India: Support returnee employment and start-ups, share success stories • Japan: Present systems for appraising experiences gained in Japan • Both countries: Develop a circular (two-way) model to nurture human resources |
| Cultural and value disparities | <ul style="list-style-type: none"> • Japan: Provide education to promote understanding of Indian culture and design jobs that meet career aspirations • India: Provide education on Japanese work practices and culture before departure • Both countries: Promote mutual understanding through exchanges and online seminars |
| Insufficient Japanese language education and sending organizations | <ul style="list-style-type: none"> • India: Build school and institutional capacities, and establish associations and supervisory frameworks • Japan: Invest in education support and share high-quality education models • Both countries: Ensure fees are transparent, and establish rules for zero-fee initiatives |
| Japan's weak acceptance framework | <ul style="list-style-type: none"> • Japan: Prevent harassment, provide human rights training and support for handling complaints • Japan: Promote ethical recruitment (FERI) and improve grievance frameworks • Both countries: Develop and establish a network of trusted intermediary organizations |

Organizational Structure

Founded as a voluntary organization, JP-MIRAI is advancing its activities together with our members.

- **Advisory Council:** This provides opportunities to examine the fundamental direction of JP-MIRAI activities and content of each program from a professional perspective
- **Members' Forum:** This provides opportunities to review activities of JP-MIRAI and members, and receive feedback and requests
- **JP-MIRAI Secretariat:** Consists of approximately 15 staff members



Board members (as of December 2025)

| | | |
|-----------------------|-------------------|--|
| Chairman of the Board | Kimitoshi Yabuki | Former President, Tokyo Bar Association/Partner, Yabuki Law Office |
| Board Member | Akira Isawa | Director, Japan Leading Edge Foundation/International Advisor, Ministry of Health, Labour and Welfare/Executive Director, Japan ILO Kyogikai |
| Board Member | Yusaku Uchida | Manager, Human Rights and Infrastructure, Sustainability Management Promotion, Suntory Holdings Limited |
| Board Member | Kenichi Shishido | Special Advisor to President, Japan International Cooperation Agency |
| Board Member | Toshihiro Menju | Visiting Professor, Kansai University of International Studies |
| Board Member | Hideaki Yahiro | (Certified) Executive Director, Services for the Health in Asian & African Regions (SHARE) |
| Board Member | Junko Waseda | Executive Officer, Seven & i Holdings Co., Ltd./Senior Officer, Sustainability Promotion Department |
| Auditor | Masaichi Nakamura | Certified public accountant |

Advisory Meeting members (as of December 2025)

| | |
|------------------------------|--|
| Kiyomi Kumatani | Federation of Consumer Goods Industries & Consumer Associations (Seidanren) |
| Kenichi Tomiyoshi | Vice President, Japan Textile Federation (JTF) |
| Keiichi Ujiie | BHR Specialist, Global Compact Network Japan |
| Naomi Kudo | Senior Managing Executive Officer, Originator Co., Ltd./Director, The Japan Association for the Employment of Foreign Nationals |
| Miwa Yamada | Chief Senior Researcher, Inter-disciplinary Studies Center, Institute of Developing Economies, Japan External Trade Organization (JETRO) |
| Masao Manjome | Professor, Tokai University |
| Narisue Otsuji | Director, Tokyo Regional Bureau, Japanese Trade Union Confederation |
| Yoshihiko Ono | Board Member, Japan Federation of Labor and Social Security Attorney's Associations |
| Bhupal Man Shrestha | Board Member, Japan Association of Foreigners |
| Waode Hanifah Istiqomah | Hashimoto Foundation Societas Research Institute |
| Hideyuki Hirakawa (Observer) | Deputy Secretary-General/International Affairs Bureau Director, Japan Council of Metalworkers' Unions |

Business Plan

2026 marks the sixth year since JP-MIRAI's establishment, and is a critical turning point for Japan regarding acceptance of migrant workers. This is due to elements such as immigration policies and the transition from technical intern training to the Employment for Skill Development program. Against this backdrop, we will operate based on the following policies and strengthen the dissemination of information.

1. Information Sharing/ Mutual Assistance with Migrant Workers

1-1. JP-MIRAI Portal

1-2. JP-MIRAI Assist

2. Collaboration in Business and Human Rights

2-1. Corporate Program for Responsible Acceptance of Migrant Workers

2-2. Corporate Learning Materials

2-3. Fair and Ethical Recruitment Initiative (FERI)

3. Mutual Learning and Public Communication

3-1. Mutual Learning

3-2. Field Academy

3-3. Support for Retaining Migrant Workers [New]

3-4. Domestic and International Information Dissemination

Activity Policy:

Focus on the following initiatives **to further reach a broader range of migrant workers:**

Activity Policy:

Focus on the following initiatives **to address the needs of corporations making endeavors in business and human rights:**

Activity Policy:

Focus on the following activities as initiatives **to energize member activities:**

Action plan:

- Strengthen cooperation with a greater range of organizations (governments of sending organizations, associations of sending organizations, NGOs, the Japanese government, local governments, and related institutions)
- Enhance content appeal (content quality and frequency of updates) and deliberate use of AI.
- Reinforce support provided by foreign national consultation personnel

Action plan:

- Enhance the Collaborative Program: **Strengthen supplier support (with on-site visits, etc.), reinforce contents, etc.**
- **“Corporate learning material”:** **Conduct comprehensive dissemination activities (for local governments, companies, industrial associations, etc.)** and turn initiatives for talent retention into content
- As interest in the Employment for Skill Development rises, prioritize expansion of FERI. **Reinforce elements such as sales and monitoring frameworks.**
- Host meetings in FERI regions (late February, Bangkok), intensify external communications and actively conduct promotion

Action plan:

- Continue sharing reports on member activities (examples of best practices), and continue holding the Members' Forum (twice a year)
- Hold seminars on topics that members are interested in, such as the Employment for Skill Development program
- Organize Field Academies that are easy to access
- As a new project, provide support for the local retention of migrant workers. Along with the pilot project in Nagasaki Prefecture, aim to expand the initiative through grant funding.
- Hold public events (approximately six in-person events), and conduct a website renewal and support for more languages.

General Incorporated Association JP-MIRAI

Platform for Migrant Workers towards Responsible and Inclusive Society

Japan Platform for Migrant Workers
Towards Responsible and Inclusive Society

Date of Issue: January 7, 2026

