

**General Incorporated  
Association JP-MIRAI**

# **Annual Report 2024**



**JP-MIRAI**



# Agenda

## 2024 Annual Report

### Table of contents

<b>Table of contents</b>	<b>Page</b>
■ About JP-MIRAI	3
■ JP-MIRAI Chairman of Board's message	4
■ 2024 Review of Activities	5
Activities Overview	6
1. Information sharing/mutual assistance with migrant workers	7
- JP-MIRAI portal site	
- JP-MIRAI supporters	
- JP-MIRAI Assist	
- Activity highlight: JP-MIRAI Assist usage results and examples of consultations	
2. Collaboration in Business and Human Rights	12
- Corporate Program for Responsible Acceptance of Migrant Workers	
- Learning materials for SMEs	
- Supporting overseas supply chain management	
- Fair and Ethical Recruitment Initiative (FERI)	
3. Mutual learning and public communication	17
- Results from events and PR activities	
- Promotion and support for members' initiatives	
- Activity highlights: Workshops, seminars, and activity report results	
- JP-MIRAI Field Academy (Myanmar, Nepal)	
- PR activities Media coverage	
■ Appendix	23
- JP-MIRAI organizational chart	
- Medium-term business plan (2024–2026)	
- 2025 Business plan and policy	

# About JP-MIRAI

JP-MIRAI was established in November 2020 by a group of diverse stakeholders including private companies, local governments, NPOs, academics, and lawyers, with the aim of earnestly addressing the issues of migrant workers in Japan and responsibly accepting 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.

## The society we aim for

Protecting the rights of migrant workers and improving their working and living conditions are global issues in the United Nations Sustainable Development Goals (SDGs) and the United Nations Guiding Principles on “Business and Human Rights.”

The number of migrant workers is growing, and they play an essential role in Japan’s economy and society. It is crucial to address these issues, accept migrant workers responsibly, and make Japan “a country of choice” for workers around the world.

We aim to promote inclusive economic growth and a sustainable society by supporting decent work for migrant workers to live safely and healthily.

No. of members

**785 organizations  
and individuals**

Businesses	211
Industrial associations	9
Supervising organizations and registered support organizations	76
Sending organizations	15
Recruiting companies	53
Local governments	14
Embassies	2
Lawyers, certified administrative procedures legal specialists, labor and social security attorneys	92
NPOs and NGOs	81
Researchers	55
Other individuals	177

# Message

JP-MIRAI has been active for just over four years since its founding in November 2020 as a platform to resolve problems faced by migrant workers and has completed its second business year after becoming a general incorporated association in June 2023.

Considering the estimated demand for migrant workers updated by the JICA Ogata Sadako Research Institute for Peace and Development last July, Japan will need 6.88 million migrant workers to achieve its 740 trillion yen in GDP in 2040 (based on an average growth rate of 1.24%). This is equal to 3.4 times the number of migrant workers in 2023, which was 2.05 million workers. Countries sending workers are expected to become more selective when choosing a host country. To achieve and maintain inclusive economic growth and a sustainable society, it will be increasingly important to ensure Japan is a country of choice for migrant workers and that Japan accepts workers appropriately.

Within this climate, the number of JP-MIRAI membership approached approximately 800 in 2024. In addition to providing information to foreign nationals inside and outside Japan and enhancing our consultation services and grievance remedy function, we have improved our business and human rights program for companies and advanced preparations for our ethical recruitment initiative. Last May, JP-MIRAI's complaint handling mechanism received strong praise in the United Nations Human Rights Council task force report. We are working to increase our international presence, for example speaking at a side event at the Responsible Business and Human Rights Forum held by eight UN organizations such as the ILO in Bangkok in last September. We also held many workshops and seminars. We hope to continue to receive your kind understanding and support.

With the amendment of the Immigration Control and Refugee Recognition Act of Japan, formal discussions on transitioning to the Employment for Skill Development program will begin in 2025, with a goal of a 2027 launch. JP-MIRAI will focus on preventing problems encountered by migrant workers in their home countries and Japan, strengthen our ties with partners such as the JICA, ILO, IOM, RBA, the Issara Institute, the Japan Federation of Labor and Social Security Attorney's Associations as well as governments and relevant organizations in sending countries, and dedicate our efforts to resolving the challenges faced by migrant workers in Japan. We would like to express our sincere gratitude for your continued understanding and support, and we hope to receive your continued guidance and support.



Kimitoshi Yabuki  
Chairman of Board  
General  
Incorporated Association  
JP-MIRAI

# 2024 Review of Activities

# 2024 Activities Overview

## JP-MIRAI Four major topics for 2024

### (1) JP-MIRAI activities included in the Japan visit report by the UN Commission on Human Rights (May 1)

As a proactive initiative to protect human rights in Japan, dedicated consultation services for the value chain (Collaborative Program) by JP-MIRAI were introduced.

See the report [here](#) (location: paragraph 26 and 27)

### (3) Collaboration activities with the RBA

March: Joint RBA, JICA, and JP-MIRAI seminar on the Fair and Ethical Recruitment Initiative (FERI)

May: Stakeholders meeting

June: RBA spoke at open platform event in Hanoi held jointly by the ILO, JICA, VAMAS, and JP-MIRAI

December: Video message from the RBA at the JP-MIRAI Second Half Members Forum

→ Details on page 15



### (2) Joint symposium held by JP-MIRAI and JICA (December 12)

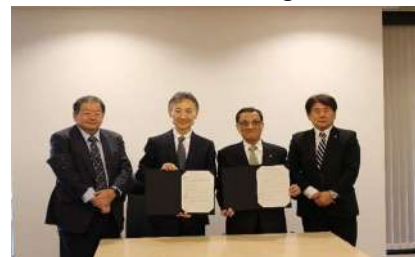
Dr. Tanaka, JICA President (photo on the left) and Mr. Maruyama, Commissioner of the Immigration Services Agency of Japan (photo on the right) also spoke about current issues and their hopes for JP-MIRAI.



→ Details on page 18

### (4) Memorandum of Understanding signed with the Japan Federation of Labor and Social Security Attorney's Associations

JP-MIRAI and the Japan Federation of Labor and Social Security Attorney's Associations, which has many years of experience in optimizing the employment of foreign nationals and a nationwide net-work, have signed an MoU on collaboration.



← Signing Session on November 26  
(2<sup>nd</sup> from the right)  
Mr. Minoru ONO, Chairperson of the Japan Federation of Labor and Social Security Attorney's Associations  
(2<sup>nd</sup> from the left)  
Mr. Kimitoshi YABUKI, Chairman of Board of JP-MIRAI

# Activity 1. Information sharing/mutual assistance with migrant workers

## JP-MIRAI portal site and app

USEFUL  
INFORMATION

JP-MIRAI has been running the JP-MIRAI portal, a comprehension website for foreign nationals living and working in Japan, since 2023. In FY2024, we launched a function for workers to check and consult about their work environment and remedy grievances (human rights checklist) and company satisfaction questionnaire (work review) service. The website has 155 articles (in nine languages), has received 329,010 page views, and has 3,614 registered users.

### Highlights of new portal site content 2024



#### 3-minute human rights checklist

Check 19 items to determine if human rights are being protected in the workplace or living environment. If there is a problem, the worker can contact consultation personnel.



#### JP-MIRAI Work review

This is a questionnaire to determine workers' satisfaction with their company. Workers are asked for feedback that is used to help improve the work environment.



#### Country Insights (Indonesia page)

Lists information about the scheme for sending workers to Japan that differs by country, for example. This fiscal year, 25 new articles were posted on the Indonesia page.



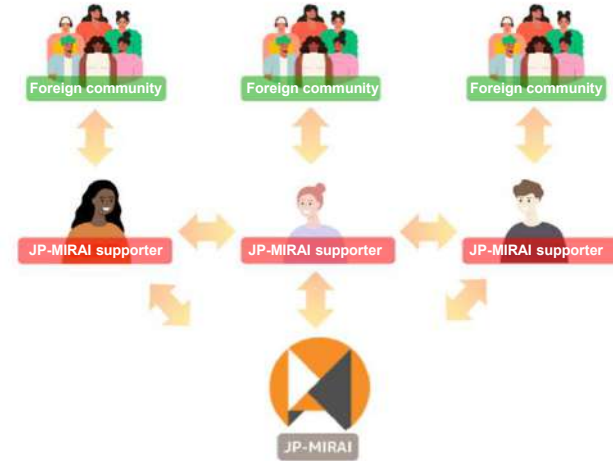
#### New articles on living and working in Japan

Has information workers should know to ensure they receive appropriate treatment according to law while living and working in Japan.

# Activity 1. Information sharing/mutual assistance with migrant workers

## JP-MIRAI supporters

JP-MIRAI has been providing information to foreign nationals working in Japan through the JP-MIRAI portal, social media, and flyers distributed via local governments and support organizations. To ensure information reaches as many foreign nationals as possible, it is important to go beyond unilaterally sending information from Japanese people and also include bidirectional communication with foreign communities. Since 2024, JP-MIRAI has been recruiting JP-MIRAI supporters to act as a bridge between Japanese people and foreign communities. Our Facebook group now has six official supporters and 27 members.



USEFUL  
INFORMATION

## PICK UP

### Indonesia Japan Friendship Festival (held from Saturday, October 19, to Sunday, October 20, 2024)

We held one of the largest Indonesia festivals in Japan at Yoyogi Park. At the festival that received about 108,000 visitors, we introduced and encouraged use of the JP-MIRAI portal, collected messages for the future of Japan, and held programs for Indonesians living in Japan.





# Activity 1. Information sharing/mutual assistance with migrant workers

## JP-MIRAI Assist

We offer “JP-MIRAI Assist,” a consultation service for foreign nationals living in Japan. It was launched in May 2022, we started to offer full-scale grievance remedy and consultation services in 2023, and we moved JP-MIRAI consultation services in-house in April 2024. Our diverse consultation areas range from labor to lifestyle, education, medical care, and welfare, and we also provide attendant support on an ongoing basis for those facing complex or challenging issues. We work closely with lawyers and other experts to handle residence status issues and offer legal advice, and we seek assistance from external support organizations when needed.

The app is available in nine languages, and consultations by email, chat, and telephone are available in 22 languages.

CONSULTATION SERVICE



Foreign nationals

E-mail  
Phone  
Chat  
Tue. to Sat.  
10:00 to 18:00



### JP-MIRAI Assist consultation teams

- Consultation team
- Attendant support team
- Professional consultation team
- ADR team

Consultations, coordination



Professional organizations  
(Interpreters, support organizations, Japan International Exchange Association, governments, public bodies)

### Languages (app)

Simple Japanese, English, Chinese, Spanish, Portuguese, Indonesian, Tagalog, Burmese, and Vietnamese  
\*Consultations available in 22 languages

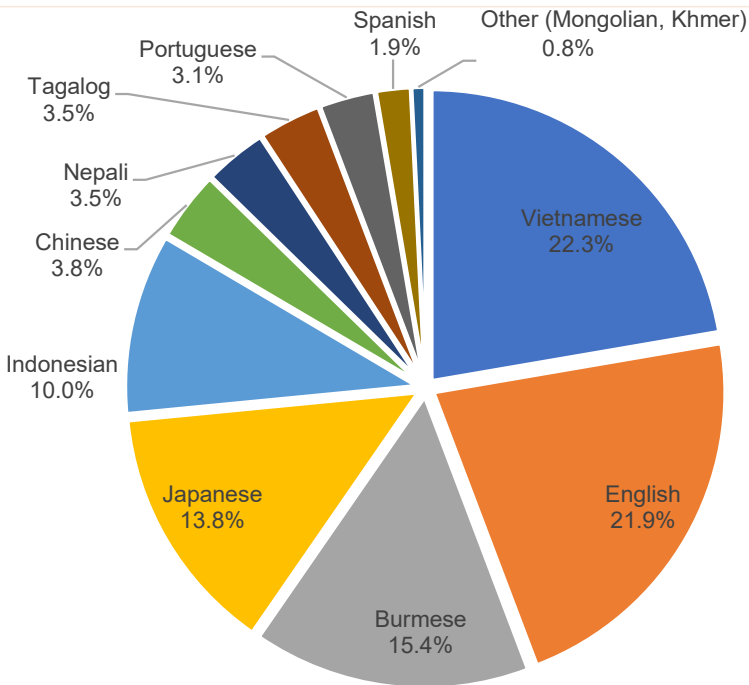
# JP-MIRAI Assist usage results

No. of people seeking consultation: 260

No. of consultations (\*1): 1,254

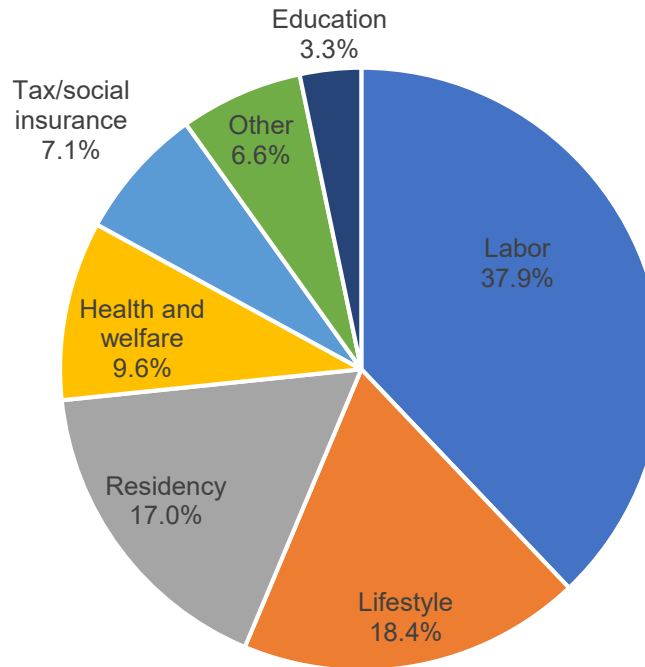
No. of issues consulted (number of topics) (\*2): 364

Languages



n = 260 (No. of consultations)

Type of consultation



n = 364 (No. of issues consulted)

Breakdown of "Labor"	No.	%
Other labor issues	33	23.9%
Wages	19	13.8%
Harassment/Human relations	18	13.0%

Breakdown of "Lifestyle"	No.	%
Other lifestyle issues	35	52.2%
Financial difficulty	8	11.9%
Consumer problems/Housing/Cell phone contracts, etc.	7	10.4%

Breakdown of "Residency"	No.	%
Changing or renewing status of residence	32	51.6%
Other residency issues	24	38.7%
Entering/Exiting Japan	6	9.7%

Period: January 1, 2024, to December 31, 2024 n = 1,209 (No. of consultations)

\*1 The number of consultations refers to the number of times persons were dealt with, and the number of times adjustments were made with relevant organizations to offer attendant support

\*2 The number of issues consulted refers to the number of issue topics per consulting individual. When one consultation encompasses multiple issues (e.g., residence and labor), it is counted as multiple issues.



## JP-MIRAI Assist

### Examples of consultations

- ◆ A technical intern trainee from the Philippines (scaffolding) broke their finger in a work accident. Due to PTSD from the trauma of the accident, the trainee told the company they wanted to quit. They were told they would have to pay back 700,000 yen in debt and persuaded to keep working at the company. After confirming that the trainee had agreed with the company president to receive a loan for language school tuition in the Philippines (400,000 yen) and was paying it off each month, we told them to consult a supervisory organization. While arranging a consultation with an expert, the company agreed to let the trainee quit. We received a message from the supervisory organization that the trainee's debt was forgiven by arranging their passport to return to the Philippines by themselves, and they were able to return.
- ◆ A worker took an exam for a Specified Skilled Worker (Agriculture) and changed jobs to Specified Skilled Worker (Food and beverages manufacturing industry). When consulted about financial difficulties due to mistaking payday, we provided information about a nearby food bank where they could secure food supplies temporarily. They were also dissatisfied with the work duties and environment at their new job, and we explained the rules for a job change for Specified Skilled Workers and told them to consult a registration support organization.
- ◆ A divorced pregnant woman with permanent resident status who had not received any prenatal checkups (at seven months pregnant) said she wanted to visit the hospital but was afraid the doctor would get mad at her. We cooperated with her local Comprehensive Parenting Support Center so she could see a doctor. The woman needed assistance for daily living and childbirth expenses. JP-MIRAI Assist provided interpretation services so she could consult a Livelihood Support Center. As she did not have much money, she received food aid from the local government and would consult with the relevant department about welfare public assistance.

### Comments from consultation staff

On April 20, 2024, we moved consultation services in-house at JP-MIRAI to enable smoother sharing of information about the collaborative program. Foreign staff were added to the team in November, and we exchange information about information and support needed after arriving in Japan. We receive more consultations about work than a consultation desk at a local government office. Recently, more people have been searching the internet about their problems and consulting JP-MIRAI Assist. I realized how important it is to have articles in the user's language on the JP-MIRAI portal. I will continue sharing information that will lead to consultations.

# Activity 2. Collaboration in “Business and Human Rights”

## Corporate Program for Responsible Acceptance of Migrant Workers (2024)

Support of human rights due diligence efforts by companies to responsibly accept migrant workers and support to build a grievance mechanism

Can be used to prevent and remediate human rights risks in the supply chain

### Program details

### JP-MIRAI Assist

- Multilingual consultation services:** We provide consultations on various issues migrant workers face in the domestic supply chain in **22 languages**. We create **quarterly reports** (with personal information omitted) on the **types of consultations and our response for participating companies**. This can help prevent the risk of and remedy human rights violations in the supply chain.
- Attendant support:** If a worker cannot resolve a problem on their own, we accompany them to visit or call a government office.
- Grievance mechanism:** We support use of the Tokyo Bar Association's specialized ADR service for foreign nationals (alternative dispute resolution).

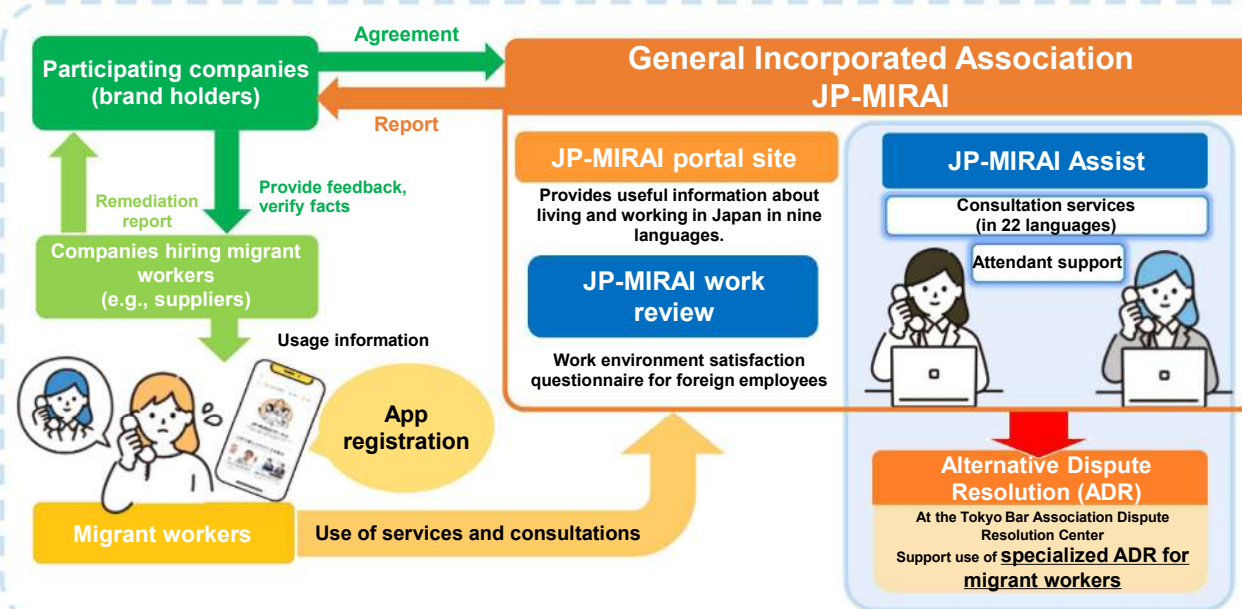
### Grievance mechanism

### Human rights DD support tools

### JP-MIRAI work review

(Work environment satisfaction survey for foreign employees in Japan)

Can be answered in 9 languages\* on the JP-MIRAI portal app. It has questions for foreign employees (e.g., satisfaction with work duties, benefits, workplace communication, support from the workplace).



22 questions (3 choices of answer) + 4 open-ended questions



Takes about 5 minutes

- It is a tool to use the questionnaire results to improve the work environment.
- Responses are provided as feedback to participating companies for each registered site\*\*.

\* Languages: English, Chinese, Vietnamese, Tagalog, Indonesian, Burmese, Portuguese, Spanish, simple Japanese

\*\* Sites registered for the Program i.e., units managed by identification codes such as group companies, supplier corporations, factories, business offices and sites..

- ◆ Mutual learning among participating companies (regular information sharing meetings)
- ◆ Support from experts

# Activity 2. Collaboration in “Business and Human Rights”

## JP-MIRAI Corporate Program for Responsible Acceptance of Migrant Workers

### Collaboration Program usage examples

#### Obayashi Corporation

##### JP-MIRAI Assist activities to spread information internally

- Emails are sent to the general affairs department and construction department of each branch about introducing JP-MIRAI Assist
- Posters and leaflets are uploaded to the migrant worker hiring portal at the company
- Posters are put up at construction sites
- Leaflets are distributed to migrant workers during worker orientation
- The program is introduced during company-wide human rights training



Informing everyone at the company

[See here for details about the Program \(JP-MIRAI website\)](#)

#### 24 participating companies in 2024 (in Japanese syllabary order)

AISIN CORPORATION  
 Ajinomoto Co., Inc.  
 Amazon  
 Isuzu Motors Limited  
 Obayashi Corporation  
 Kao Corporation  
 Konoike Transport Co., Ltd.  
 Suntory Holdings Limited  
 Starbucks Coffee Japan Ltd.  
 SUBARU CORPORATION  
 Seven & i Holdings Co., Ltd.  
 Daihatsu Motor Co., Ltd.

TOYOTA ENTERPRISE Inc.  
 Toyoda Gosei Co., Ltd.  
 Toyota Motor Corporation  
 Toyota Industries Corporation  
 Toyota Tsusho Corporation  
 Nissui Corporation  
 Nissey Delica Corporation  
 Hirano Vinyl Industry Co., Ltd.  
 Mitsui Fudosan Co., Ltd.  
 MITSUBISHI ESTATE Co., Ltd.  
 Meiji Holdings Co., Ltd.  
 Ryohin Keikaku Co., Ltd.

#### Nissui Corporation

##### Adopt JP-MIRAI Assist at group offices

- Information sessions for each office

Requests for offices:

- Put up posters and distribute leaflets (e.g., in the cafeteria or changing rooms)
- Tell all migrant workers about JP-MIRAI Assist (ask them to install the app and register)



Factory notice board



Information session for fishers



Use of the messaging app

# Activity 2. Collaboration in “Business and Human Rights”

## Learning materials for SMEs

Toyota Foundation subsidy program: May 2024 to April 2026

These are targeted at managers and staff at small and medium-sized enterprises (SMEs) that are the main type of businesses hiring migrant workers.

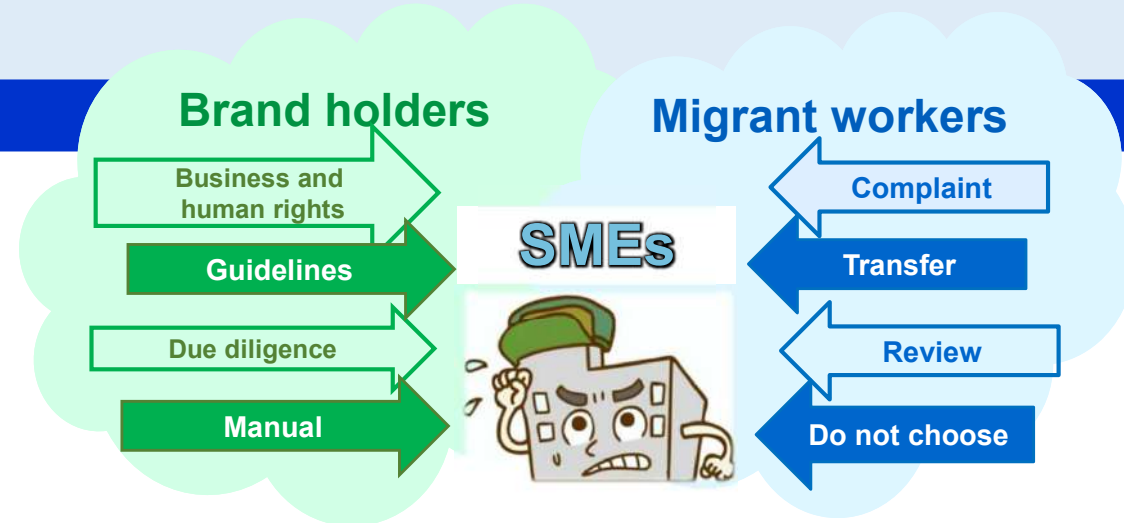
**Protecting the human rights of migrant workers and respecting them as individuals will lead to a company being chosen, helping it grow and contribute to the local community**

We aim to create video learning materials that promote realization of the above statement and change behavior, and we provide good practices from other SMEs to give ideas for implementation.

In 2024 that was the first year of the program, we achieved the following.

- We determined learning needs and built relationships to spread use of the learning materials through dialogue and workshops with diverse stakeholders, such as brand holders, SMEs (suppliers), industry groups, labor and social security attorneys, labor unions, local governments, and financial institutions.
- We carried out preparatory work (policy and structure, test videos, discussion of plot ideas) for creating effective learning materials with cooperation from experts (core members).
- We selected a video production company that follows our production policy and a learning management system (LMS) with the necessary functions.

We will continue activities to create materials systematically, with the goal of test publication of learning materials in the first half of 2025 and full-scale operation and the start of promotional activities in the second half.



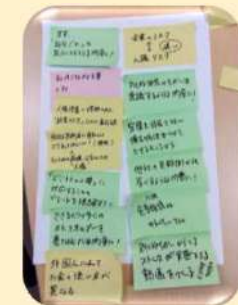
### Related event: Workshop on making video teaching aids

Time and date: 14:00 to 17:30 Friday, August 9, 2024

Venue: A seminar room in the JICA Ichigaya Building with a Zoom meeting option (Hybrid)

Participants: 31 people (19 in person, 12 online)

Results: Collected opinions from diverse stakeholders on (1) structure and content of learning materials and (2) promotion methods and wide utilization and dissemination



Participants were divided into six groups to share their experiences, have group discussions, and give presentations that were rated by experts to further develop their ideas.

# Activity 2. Collaboration in “Business and Human Rights”

## Supporting overseas supply chain management /

### (1) Issara Institute (international NGO):

**Partnership period: October 2023 to October 2026**

The following were main collaborative activities for 2024.

- Subcommittee for support for overseas supply chain management (from January)  
Issara activities: Introduced its services to the member companies who wished to use one or more of them, such as the provision of monitoring and capacity building training sessions to suppliers in mostly Thailand and Malaysia, and the establishment of grievance desks for workers  
[Thanks to Issara having assigned Japanese staff to its head office in Bangkok, the member companies are now able to make direct coordination and sign contracts without mediation by JP-MIRAI.](#)
- Collaboration through mutual links between the two information sites for migrants, JP-MIRAI portal site and Issara’s Golden Dreams (from March)
- Jointly held an on-site supplier visit for Japanese companies (September)  
[See the box on the right for a related event](#)

### (2) International Organization for Migration (IOM):

In 2024, we started a partnership with IOM on an event basis after many discussions from the previous year. Particularly important were the following activities with the Migrant Workers and Business and Human Rights (MBHR) project team at the IOM Thailand office.

- JP-MIRAI’s assistance in a seminar for businesses held by IOM Thailand at Tokyo’s United Nations University (series of two sessions, one in March and one in April) by providing publicity, speakers, and group work facilitation.
- Joint event for Japanese companies at the time of the Business and Human Rights UN Forum in Bangkok (September)  
[See the box on the right for a related event](#)

## Partnerships and agreements with international partners

### (3) Responsible Business Alliance (RBA):

**MoU period: October 2023 to October 2025**

The following were main collaborative activities for 2024.

- As for events related to the Fair and Ethical Recruitment Initiative (FERI), a joint RBA, JICA and JP-MIRAI seminar (March), stakeholders meeting (May), RBA speech and advice for system design at joint ILO, JICA, VAMAS, and JP-MIRAI open platform event in Hanoi (June)
- Video message from the RBA at the JP-MIRAI Second Half Members Forum (December)

### Related event: Local business and human rights side events in Bangkok for Japanese companies

Schedule: September 23–27, 2024

[Link to report on the website \(Japanese\)](#)

Background: During the Responsible Business and Human Rights Forum (Asia Pacific) 2024 held by eight UN organizations in Bangkok, a series of events were jointly held by IOM Thailand and JP-MIRAI with help from Global Compact Network Japan (GCNJ) and Cre-en Inc.

Description: Jointly held by Issara and JP-MIRAI on September 23

Visit to a local supplier - 23 participants (photo)

Organized by IOM Thailand on September 25

Visit to a migrant worker community - 20 participants, etc.

Results:

- (1) Participants like Japanese companies, UN organizations, and other groups with diverse perspectives presented and discussed their ideas on companies’ responsibilities in the supply chain, and we provided opportunities to connect with potential collaboration partners
- (2) We provided participants from head offices of Japanese companies to reaffirm the importance of seeing the site and listening to workers



# Activity 2. Collaboration in “Business and Human Rights”

## Fair and Ethical Recruitment Initiative (FERI)

### Fair and Ethical Recruitment Initiative (FERI)

Event though the ILO Convention No. 181 and other relevant guidelines prohibit recruitment agencies in Country of Origin (CoO) from charging recruitment fees and related costs, but the Japanese Immigration Services Agency’s investigations found that technical intern trainees are charged an average of 540,000 yen for recruitment fees and other related costs before arriving in Japan, with trainees in some countries being charged even more. This problem has also been found with other statuses of residence, such as specified skilled worker or highly skilled professional.

This results in bonded labor in which migrant workers take on a large debt before coming to Japan. Not only is it a mental burden, it can also lead to migrants disappearing.

The problems are having brokers in the recruitment process, inappropriate entertainment or kickbacks, or, more fundamentally, employers who fail to pay fair recruitment fees and related costs.

JP-MIRAI has been engaged in work to create a concrete system together with the ILO and JICA based on the discussions at the Vietnam-Japan Human Resource Development Forum in Hanoi held in April 2023. We have also received support from RBA.

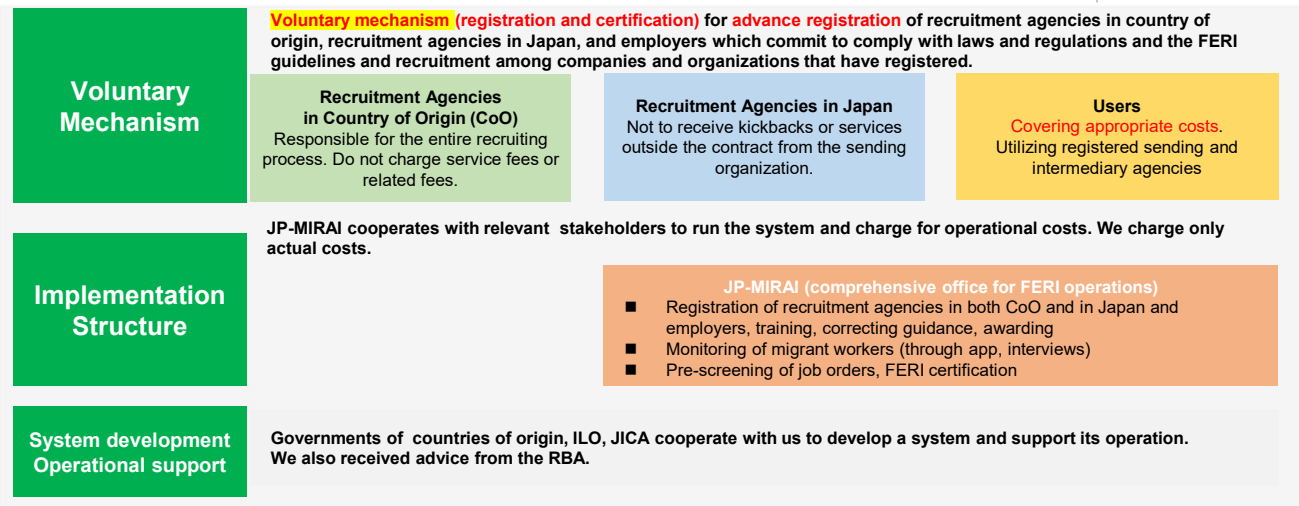
### VJ-FERI Open Forum in Hanoi [June 20, 2024]

Including online and in person, about 90 people attended the VJ-FERI Open Forum jointly held by ILO, VAMAS, JICA, and JP-MIRAI at the UN House in Hanoi on June 20 (in person: about 30 from mostly recruitment agencies in Vietnam; online participation: about 60 people from recruitment agencies from further away in Vietnam as well as supervisory organizations and companies from Japan).

At the forum, JP-MIRAI Board Member Shishido explained the following main points about VJ-FERI and benefits of participation, a proposal of guidelines for participating organizations, companies, and workers, and a proposal for standard operating procedures (SOPs).

- Confirmation or certification of the level of achievement according to the FERI guidelines on a job order basis
- Realization of monitoring and grievance mechanisms throughout the entire recruitment process to protect migrant workers from before until after arriving in Japan
- Publication of participation registration and recruitment results to develop such environment for good recruitment agencies in Vietnam and Japan, and employers to be chosen

Among participants, various stakeholders expressed their support for implementing VJ-FERI and some said they expected participation by more organizations and companies would create a strong impact.



JP-MIRAI is cooperating with relevant stakeholders in Vietnam, Indonesia, Nepal, and other countries to build and prepare implementation of a FERI system for a prospective launch as early as 2025.



# Activity 3. Mutual learning and public communication

## Results from events and PR activities

Schedule	Events	No. participants
January 16	Meeting to report on the JP-MIRAI Field Academy in Indonesia	79 online
February 26, March 22 and 29, April 5	Workshop on sending of recruits from Myanmar (4 sessions)	200 online
March 6	2nd information session on a pilot program for receiving workers from Madagascar (held jointly with the JICA Madagascar office)	17 online
May 7	Employment for Skill Development seminar	100 online
July 4	First Half Members Forum	65 in person, 113 online
September 18, October 10	Workshop on sending of recruits from Nepal (2 sessions)	100 online
October 19–20	Opened booth at the Indonesia Japan Friendship Festival	
October 31	Seminar: Learning from the workplace what needs to be done to retain migrant workers (held jointly with JICA Chubu and the International Partnership Center)	50 in person
November 6	Multiculturalism Symposium 2024—Efforts and challenges to appropriately accepting and retaining migrant workers— (held jointly with JICA Kyushu)	40 in person, 120 online
December 2–28	Held the JICA Global Plaza Monthly Special Exhibition and Workshop (December 7)	23 in person for workshop
December 12	Second Half Members Forum	50 in person, 114 online
December 18	Workshop on sending of recruits from India (1 session)	80 online

# Activity 3. Mutual learning and public communication

## Promotion and support for members' initiatives

JP-MIRAI members submit an annual activity plan and a semi-annual activity report in accordance with the JP-MIRAI Code of Conduct. Some of members' plans and reports are shared at the members forums and on the members' good practices page on our website with the aim of achieving mutual learning among the members, offering solutions to their challenges, and improving living and working conditions for migrant workers.

### 1. Activity plans and activity reports submitted by members

- 83 activity reports for the second half of FY2023 were submitted by organization and individual members
- 100 activity reports for the first half of FY2024 were submitted by organization and individual members

### 2. Members' good practices in complying with the Code of Conduct

- March No. 21: Business Navi Cooperative  
No. 22: GMT Co-op
- July No. 23: Hirano Vinyl Industry Co., Ltd.
- August No. 24: International Partnership Center
- September No. 25: Nissui Corporation
- September No. 26: Mr. Tsutomu Komoda, Labor and Social Security Attorney

### 3. First Half Members Forum

- Time and date: 14:00–18:00 Thursday, July 4, 2024
  - Venue: JICA Ichigaya Building International Conference Hall (+ online streaming)
  - Program
- Part 1: Presentation on surveys and studies at the JICA Research Institute: Presentation of the updated results on estimated demand for migrant workers for 2030/40
- Part 2: Myanmar Field Academy report
- Part 3: Members' activity reports for the second half of FY2023 (Nissui Corporation, Hirano Vinyl Industry Co., Ltd., International Partnership Center, Komoda Office of a Labor and Social Security Attorney)
- Part 4: Latest trends at JP-MIRAI
- Part 5: Networking session

### 4. Second Half Members Forum and Symposium

- Time and date: 14:00–18:00 Thursday, December 12, 2024
  - Venue: JICA Ichigaya Building International Conference Hall (+ online streaming)
  - Programs
- Part 1: 2024 activity report and 2025 activity plan (draft)
- Nepal Field Academy report
  - Members' activity reports for the first half of FY2024
  - Explanation of FY2025 activity plan (draft)
- Part 2: Symposium: Where to focus efforts now to reform the migrant worker acceptance system
- Keynote lecture by Dr. Akihiko Tanaka, President of JICA: Efforts for system reform
  - Message from Mr. Hideharu Maruyama, Commissioner of the Immigration Services Agency of Japan: My expectations of JP-MIRAI
  - Video message from Carlos Busquets, highest ranking officer of the RMA Responsible Labor Initiative and head of the RMA labor department: Efforts by the international community and JP-MIRAI
  - Panel discussion: What we should focus on now
- Organizer's speech: Mr. Kimitoshi Yabuki, Representative Director of JP-MIRAI

**50 people in person, 114 online participated**



Dr. Tanaka, President of JICA



Mr. Hideharu Maruyama, Immigration Services Agency of Japan



Mr. Carlos Busquets, RBA



Panel Discussion



### Workshops, seminars

#### Learning from the workplace what needs to be done to retain migrant workers

Co-organizers: International Partnership Center (IPC), JICA Chubu

JP-MIRAI jointly held a seminar on promoting retention of migrant workers with JICA Chubu and the International Partnership Center (IPC). We received great interest in the seminar that gave an overview of the new skill development system being adopted and examples of good practices by two companies that have already begun accepting migrant workers.

- Date: 16:00–17:45 Friday, October 31, 2024
- Venue: JICA Chubu
- Participants: 50
- Programs
  - (1) Opening speech
  - (2) JP-MIRAI's efforts for the retention of migrant workers
  - (3) Efforts by model companies (Shisuikai, Orikasa Kogyo)
  - (4) Discussion among speakers and participants

#### Speakers (arbitrary order)

- Mr. Hideki Mori, Employment Promotion Supervisor, Aichi Labor Bureau
- Mr. Nobuhiro Ozeki, Nagoya Office, Japan International Trainee & Skilled Worker Cooperation Organization (JITCO)
- Mr. Tomoo Suzuki, Shisuikai
- Mr. Yuya Orikasa, Orikasa Kogyo
- Kenichi Shishido, Board Member, JP-MIRAI secretariat



### PR activities

#### Held the Monthly Special Exhibition and Workshop

Co-organizer: JICA Global Plaza

Cooperation: Adovo (NPO)



We exhibited panels on migrant workers' environment and the issues they face and efforts by JP-MIRAI members in the first-floor lobby of the JICA Ichigaya Building.

As a side event for the panel exhibition, we held a workshop for high school and university students on December 7. It was clear they were listening intently to the impressions of Japan from a migrant worker's perspective.

- Time and date: 14:15–15:30, Saturday, December 7, 2024
- Venue: JICA Ichigaya Building
- For: High school and university students
- Participants: 23
- Workshop: What can I do to help make Japanese society inclusive for migrant workers?
- Program
  - (1) Case study
  - (2) Japan from a Vietnamese perspective (JP-MIRAI)
  - (3) Efforts by the same generation to integrate migrant workers into Japan (Adovo (NPO))
  - (4) Group work: How to create an even better Japan with migrant workers

#### Speakers (arbitrary order)

- Mr. Hiroshi Matsuoka, President, Adovo (NPO)
- Tsukasa Iibe, JP-MIRAI secretariat
- Dao Min Huong, JP-MIRAI secretariat



# Activity 3. Mutual learning and public communication

## JP-MIRAI Field Academy (study tour)

### Myanmar

- Period:** Sunday, June 2, to Saturday, June 8, 2024
- Participants:** Nine JP-MIRAI members and secretariat staff

Date	Schedule
Sunday, June 2	Depart from Narita Airport and arrive in Yangon via Bangkok
Monday, June 3	JICA office Embassy of Japan Visit to one sending organization
Tuesday, June 4	Visit to two sending organizations
Wednesday, June 5	Visit to two sending organizations
Thursday, June 6	Myanmar-Japan Center for Human Resources Development (MJC) Trainee visit ILO Myanmar Office
Friday, June 7	Round table discussion (stakeholders meeting) Depart Yangon via Bangkok (overnight flight)
Saturday, June 8	Arrive at Narita

On the final day (June 7), six local sending organizations and participating members discussed issues and solutions for better sending and accepting and how JP-MIRAI can contribute.

#### Issues in sending from Myanmar

- Providing information to migrant workers (brokers and measures against brokers)
- Existence of bad sending organizations (e.g., sending organizations that do not obey the law (upper limits on fees), lack of training)
- Remedy for grievances (response to difficulties) (presence or absence of a grievance mechanism)
- Stop receipt of demand letters (From May)

#### Issues in Japan

- Provide correct information about good sending organizations (so workers do not sign contracts with bad sending organizations)
- What to request from supervising organizations and registered support organizations in Japan and accepting companies (What issues and areas for improvement are there?)
- What issues are there with the Japanese system? (Difference from going from Myanmar to Thailand or Malaysia to work)
- Specified activities (system that encourages changing jobs)

#### Other

Mutual understanding (relevant individuals in Myanmar and Japan understand each other's culture and customs)



Round table discussion

# Activity 3. Mutual learning and public communication

## JP-MIRAI Field Academy (study tour)

### Nepal

- **Period:** Sunday, November 10, to Saturday, November 16, 2024
- **Participants:** Eight JP-MIRAI members and secretariat staff

Date	Schedule
Sunday, November 10	Depart Narita → Arrive in Kathmandu
Monday, November 11	Mr. Kikuta, Ambassador, Embassy of Japan Minister of Labour, Employment and Social Security (Nepal) Visit to one sending organization
Tuesday, November 12	Visit to two sending organizations Kathmandu → Pokhara
Wednesday, November 13	Visit to two Japanese language schools Mayor of Pokhara Institute of Forestry, Tribhuvan University Migrant Resource Center Pokhara → Kathmandu
Thursday, November 14	Discussion with the NNSM (NGO network) JICA office Discussion with Nepal Association of Foreign Employment Agencies (NAFEA) ILO Nepal Office
Friday, November 15	Round table discussion (stakeholders meeting), depart Kathmandu
Saturday, November 16	Arrive at Narita

On the final day (November 15), we held a round table discussion with 30 relevant individuals (e.g., from sending organizations, Japanese language schools, NGOs, the Embassy of Japan, the JICA office, and the ILO) to share ideas on the problems.

### Issues in sending from Nepal

- Exceeding working hour limits (international students)
- Lack of information on Japan
- Lack of acceptance on the Japan side
- Lack of opportunities for pre-departure orientation (PDO)
- Charging workers hefty fees
- Lack of a sending framework between the two countries

### Resolutions

- Spreading correct information to workers  
→ JP-MIRAI portal site  
Potential for use of Nepali version
- Promote ethical recruitment between Japan and Nepal  
→ Potential for NJ-FERI activities



Discussion with Mr. Bhandari, Labor Minister



Japanese school in Pokhara

# Activity 3. Mutual learning and public communication

## PR activities

## Media coverage

JP-MIRAI's activities were featured in various media outlets.



### HIGHLIGHT

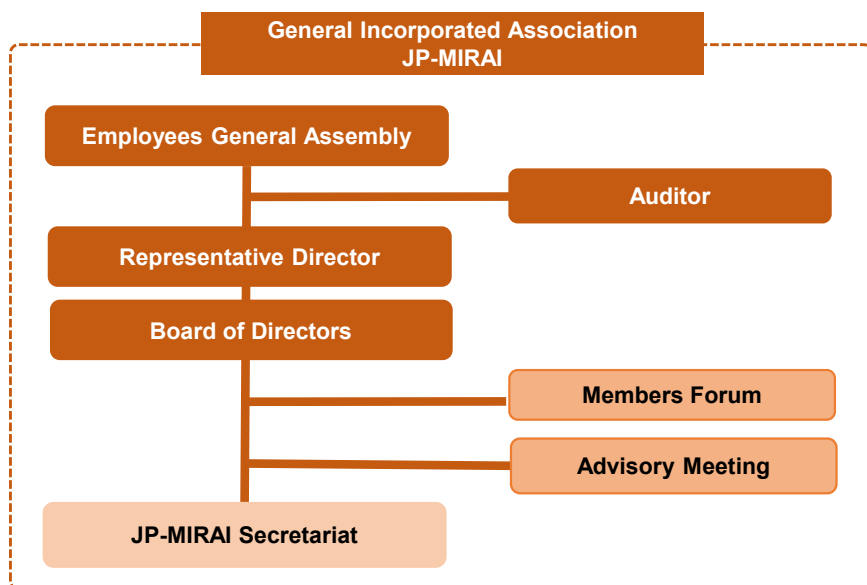
Media name	Coverage date	Coverage description
Nihon Keizai Shimbun	June 20 July 4	Hiring companies to cover more than 50% of the costs of technical intern trainees coming to Japan JICA and other guidelines. Starting with Vietnam. Securing workers.
Jiji Press	August 23	Expanding target countries for technical intern training to reduce burden = JP-MIRAI with participation by companies gives guidelines for cost of workers from Indonesia and other countries to come to Japan
Gekkan Sharoshi	October 2 December 12	Holding of Migrant Worker Employment Management Seminar 2024 on various systems involving migrant workers and advice from labor and social security attorneys Keynote lecture: System involving migrant workers including revision of the technical internship program for foreigner nationals (Mr. Yozo Nakao, Advisor)
Rodo Shimbun	December 11	Memorandum of understanding on acceptance of foreign nationals—aiming for an appropriate work environment— Japan Federation of Labor and Social Security Attorney's Associations
Mikkei ESG	December issue	Four weaknesses in human rights measures by Japanese companies
Work & Life	2024 No. 5	JICA and JP-MIRAI efforts towards appropriate acceptance of migrant workers Promotion of a grievance mechanism and fair and ethical recruitment (Mr. Kenichi Shishido, Board Member)

# Appendix

# JP-MIRAI organizational chart

Founded as a voluntary organization on November 16, 2020, with 51 organization and individual members, JP-MIRAI had 785 members as of the December 2024. We are working hard to expand and improve our projects to develop programs that many members can participate in.

## Organizational chart



## JP-MIRAI code of conduct

As members of this platform, we are committed to cooperate with all stakeholders, including ministries, local governments, related organizations, civil societies, academics, and international organizations to achieve the “Society We Aim For.” Our commitments are as follows:

1. We will comply with relevant laws and regulations when accepting migrant workers.
2. We will prioritize resolving issues by respecting the human rights of migrant workers and improving their working and living conditions.
3. We will foster mutual understanding and trust with migrant workers, both in the workplace and in real-life settings.
4. We will develop the skills of migrant workers, as a way to contribute to the development and stability of Japan and the international community.
5. We will actively promote the initiatives of the platform across Japan and around the world.

Besides, we will strive to implement these commitments within our own organization, we will also actively encourage our supply chain and related businesses and organizations to do the same.



# JP-MIRAI Organizational Structure

Board members		
Chairman of Board	Kimitoshi Yabuki	Former President, Tokyo Bar Association/Partner, Yabuki Law Office
Board Member	Akira Isawa	Director, Japan Leading Edge Foundation (JLEF)/ International Advisor, Ministry of Health, Labour and Welfare/Executive Director, Japan ILO Kyogikai
Board Member	Hitoshi Nishimura	Toyota Motor Corporation Manager of the General Affairs Office, Human Resources Division
Board Member	Kenichi Shishido	Special Advisor to President, Japan International Cooperation Agency (JICA)
Board Member	Nobuyuki Miyaji	Executive Officer, Seven & i Holdings Co., Ltd.
Board Member	Hideaki Yahiro	Executive Director, Services for the Health in Asian & African Regions (SHARE)
Auditor	Masaichi Nakamura	Certified public accountant

Advisory Meeting members	
Kiyomi Kumatani	Secretary General, Federation of Consumer Goods Industries & Consumer Associations (Seidanren)
Kenichi Tomiyoshi	Vice President, Japan Textile Federation (JTF)
Kei Suzuki	Full-time Corporate Auditor, Ryohin Keikaku Co., Ltd.
Keiichi Ujiie	Deputy Secretary General, Global Compact Network Japan
Naomi Kudo	Senior Managing Executive Officer, Originator Co., Ltd./ Director, The Japan Association for the Employment of Foreign Nationals
Shoichi Ibusuki	Lawyers' Network for Foreign Technical Interns
Miwa Yamada	Director-General, Inter-disciplinary Studies Center, Institute of Developing Economies, Japan External Trade Organization (JETRO)
Masao Manjome	Professor, Tokai University
Narisue Otsuji	Deputy Director, Tokyo Regional Bureau, Japanese Trade Union Confederation
Hideyuki Hirakawa	Deputy Secretary-General/International Affairs Bureau Director, Japan Council of Metalworkers' Unions <Observer>
Oussouby Sacko	Former President, Kyoto Seika University (from Mali)
Phi Hoa	CEO, ONE-VALUE Inc. (from Vietnam)

# Medium-term business plan (2024–26)

The number of migrant workers is expected to increase dramatically for Japan's socioeconomic development. JP-MIRAI remains committed to working hard to eliminate all challenges faced by migrant workers by 2030. JP-MIRAI has operated for three years, and we consider the next three years (2024 to 2026) as an expansion phase where we will continue our efforts in the direction outlined below. (The direction was agreed upon at the Members' Forum 2023.)

	Medium-term goal (2024 to 2026)	Basic policy
1. Information sharing/mutual assistance with migrant workers	<p><b><u>Provide information and support for as many migrant workers as possible to leave no one behind.</u></b></p> <ul style="list-style-type: none"> <li>■ <b>JP-MIRAI portal site:</b> Aim to increase the number of users to one million.</li> <li>■ Continue JP-MIRAI Assist, JP-MIRAI Safety, etc.</li> </ul>	<ol style="list-style-type: none"> <li>1. <b>Foster closer connections with foreign communities:</b> (1) Establish a <b>JP-MIRAI Supporter Program</b>. (2) Enhance collaboration with other organizations.</li> <li>2. <b>Make our activities more visible overseas and collaborate with others:</b> Cooperate with international organizations, governments of sending countries, etc. (JICA's cooperation).</li> <li>3. <b>Improve systems:</b> Expand content based on migrant workers' needs and improve systems for better accessibility.</li> </ol>
2. Collaboration in Business and Human Rights	<p><b><u>Improve and expand the Collaborative Program for human rights DD and grievance remedy.</u></b></p> <ul style="list-style-type: none"> <li>■ Collaborative Program: 50 companies (Target workers: 100,000)</li> <li>■ Develop a SME training program and a certification system.</li> </ul>	<ol style="list-style-type: none"> <li>1. <b>Provide support for suppliers:</b> Include basic materials, e.g., the basics of BHR (the significance of SC management), explanations of guideline, descriptions of JP-MIRAI, in the Collaborative Program. Facilitate self learning through the introduction of LMS.</li> <li>2. <b>Collaborate with overseas organizations:</b> Work with UN agencies, RBA, Issara Institute, JICA, etc. to address initiatives that are sought after by businesses, e.g. overseas SC management, zero fee initiatives.</li> <li>3. <b>Provide support for SMEs:</b> Provide learning content, e.g. easy-to-understand videos, to encourage SMEs to obtain certification.</li> </ol>
3. Mutual learning and public communication	<p><b><u>Offer programs that facilitate the participation of multi-stakeholders and improve public communication.</u></b></p> <ul style="list-style-type: none"> <li>■ <b>Increase the visibility of JP-MIRAI and its members' initiatives.</b></li> </ul>	<ol style="list-style-type: none"> <li>1. <b>Promote members' activities:</b> Abolish members' regular reports and focus on collecting and sharing members' good practices.</li> <li>2. <b>Workshops and seminars:</b> Focus on introductory sessions to increase participation and sessions that leverage JP-MIRAI's strengths along with other timely topics. <b>Shift to video streaming depending on the content.</b></li> <li>3. <b>Disseminate information:</b> Launch an improved website (including English pages). Review social media sites.</li> </ol>
Organizational structure	<p><b><u>Increase membership, improve the structure of the secretariat, and secure financial stability.</u></b></p> <ul style="list-style-type: none"> <li>■ <b>Membership: 2,000</b></li> <li>■ Achieve business stability. (Develop a medium-term management plan.)</li> </ul>	<ol style="list-style-type: none"> <li>1. <b>Membership:</b> Continue to offer free memberships as the number of members is also important. Continue to perform eligibility screening.</li> <li>2. <b>Secretariat's structure:</b> Improve the structure of the secretariat by gradually undertaking projects in-house and hiring and training specialist staff in order to accumulate expertise.</li> <li>3. <b>Secure financial stability:</b> Increase project income (from the Collaborative Program), advertising, and contracted projects, secure government grants and donations, and continue to receive JICA support (for non-profit projects)</li> </ol>

# 2025 Business plan and policy

Policy for activities: In 2025, based on the rapid increase in number of migrant workers in Japan, revision of the worker acceptance system expected for 2027, and strengthening of international business and human rights activities, we will reinforce our network with Japanese and international organizations and engage in activities with a motto of “preventing problems faced by migrant workers.”

1. Information sharing/mutual assistance with migrant workers	1-1. JP-MIRAI portal site	<ul style="list-style-type: none"> <li>● Expand links to websites for governments and relevant organizations from sending countries, NGOs, and domestic financial institutions</li> <li>● Improve content and operability, increase the number of languages (adopt machine translation in April)</li> </ul>
	1-2. JP-MIRAI Assist	<ul style="list-style-type: none"> <li>● Strengthen network with support groups in Japan (e.g., NGOs), expand hiring of foreign consultation staff</li> </ul>
	1-3. JP-MIRAI supporters	<ul style="list-style-type: none"> <li>● Secure supporters in key languages, strengthen outreach (use social media, participate in events)</li> </ul>
2. Collaboration in Business and Human Rights	2-1. Private Company Collaboration Program (Assist, Work review, LMS)	<ul style="list-style-type: none"> <li>● Boost interest in the grievance remedy program → agreements with 30 companies (target)</li> <li>● Expand services for companies (for paid members)</li> <li>● Strengthen ties with companies for cooperation with suppliers</li> </ul>
	2-2. Video learning materials for SMEs [Toyota Foundation subsidy program]	<ul style="list-style-type: none"> <li>● Publish free version: In stages from January 2025; Paid version (LMS): TBD</li> <li>● Hold a symposium (August 2025), portal and help desk for SMEs → Strengthen ties with the Japan Federation of Labor and Social Security Attorney's Associations, SME-related groups, industry groups, and financial institutions</li> </ul>
	2-3. Fair and Ethical Recruitment Initiative (FERI)	<ul style="list-style-type: none"> <li>● VJ-FERI: Launch operation to accept workers from Vietnam (from January 2025)</li> <li>● e-FERI: Expand to Indonesia, Nepal, Myanmar, and other countries, strengthen PR</li> </ul>
3. Mutual learning and public communication	3-1. Mutual learning	<ul style="list-style-type: none"> <li>● Promote the member activity report meetings and inter-company partnerships</li> <li>● Business and human rights, new system, local government workshops (secure and retain workers)</li> </ul>
	3-2. Field Academy	<ul style="list-style-type: none"> <li>● Study tours to sending countries: India, Indonesia, Vietnam (tentative)</li> </ul>
	3-3. Research studies	<ul style="list-style-type: none"> <li>● Regional collaboration and support project to retain migrant workers for on-site work (focusing on strengthening engagement between employers and migrant workers) [Applied for subsidy]</li> <li>● Overseas supply chain management subcommittee (collaboration with Issara, IOM, and others; continue study tour in Thailand)</li> </ul>
	3-4. Public communication	<ul style="list-style-type: none"> <li>● Reinforce website PR (increase number of languages)</li> <li>● Actively participate in international events and collaborate with the RBA and international organizations</li> </ul>



# Japan Platform for Migrant Workers towards Responsible and Inclusive Society

Issue date: January 2025  
Reporting period: January - December 2024

Contact: **General Incorporated  
Association JP-MIRAI**  
ask@jp-mirai.org  
<https://jp-mirai.org/>