

- 2023 -

JP-MIRAI Annual Report



JP-MIRAI

**General Incorporated
Association JP-MIRAI**



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Agenda

Annual Report

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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”.

As migrant workers 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.

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.

Message

Since its establishment in 2020, JP-MIRAI has developed itself as a platform to resolve issues which migrant workers face, with remarkable support from our partners. In November 2023, we celebrated our third anniversary, and in June 2023, we integrated JP-MIRAI Voluntary Organization and JP MIRAI Service General Incorporated Association into a new organization, JP-MIRAI General Incorporated Association, to strengthen our activities.

In addition to the JP-MIRAI Portal and consultation services for migrant workers (JP-MIRAI Assist), projects we launched in 2023 include Field Academy (which is a study trip to sending countries), collaboration with the international community, and ethical recruitment (which does not require migrant workers to pay fees before arrival in Japan). We also successfully organized numerous study groups and seminars thanks to our members' cooperation and participation. We are truly grateful for their continued understanding and support.

Following the COVID-19 pandemic, the economic environment surrounding Japan has changed significantly for the last three years, and migrant workers have attracted increasing public attention globally. The Immigration Control and Refugee Recognition Act of Japan was amended in June 2023, and it is due to be enforced by June 15, 2024. For Japan to achieve and maintain inclusive economic growth and a sustainable society, it is increasingly important to remain migrant workers' "country of choice."

At JP-MIRAI, we have set out three new pillars of activities: Information sharing / mutual assistance with migrant workers, Collaboration in "Business and Human Rights", and Mutual learning and public communication, and we will reach out to migrant workers, promote human rights due diligence in businesses' supply chains, and implement a variety of programs for multi-stakeholders information sharing. We hope any of our stakeholders join us in our endeavors, and we very much welcome your valuable feedback.



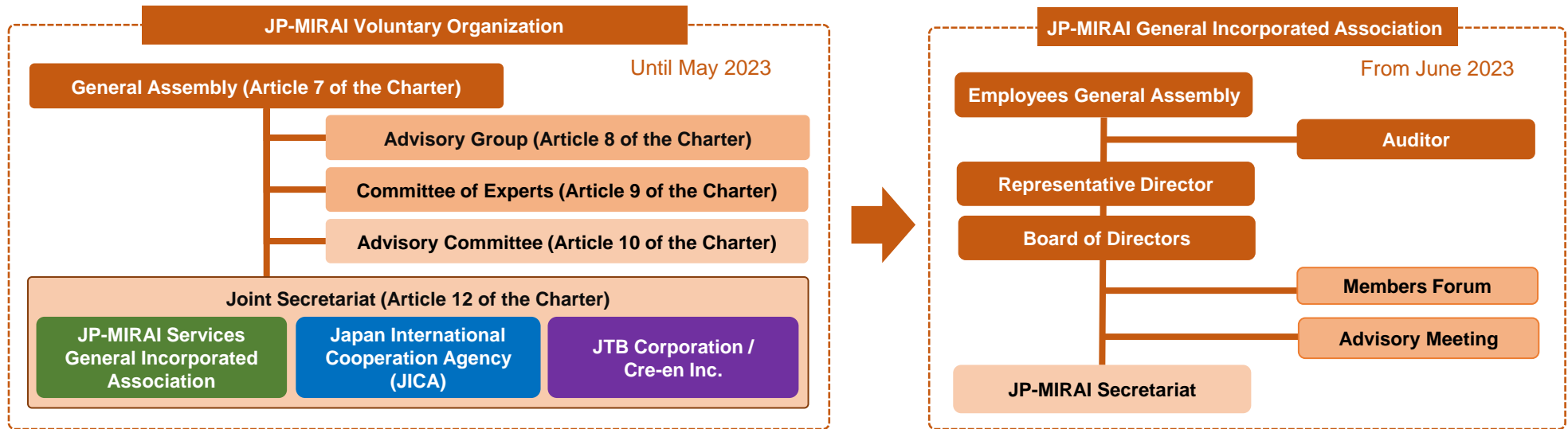
Kimitoshi Yabuki
Chairman of Board
JP-MIRAI General
Incorporated Association

JP-MIRAI Organizational Structure

Organizational chart and members

Founded as a voluntary organization in November 16, 2020 with 51 organization and individual members, JP-MIRAI had 689 members as of the end of 2023. On June 1, 2023, we restructured our organization and established JP-MIRAI (General Incorporated Association) to strengthen our activities. We are working hard to expand and improve our projects to develop programs that many members can participate in.

Organizational structure



No. of members

689 organizations and individuals

Businesses	191	Embassy	2
Industrial associations	9	Lawyers, certified administrative procedures legal specialists, labor and social security attorneys	82
Supervising organizations, registered support organizations	62	NPO / NGO	76
Sending organizations	11	Researchers	51
Recruiting companies	46	Other individuals	148
Local governments	11		

As of December 31, 2023

JP-MIRAI Organizational Structure

Board members and Advisory Meeting members

Structure from January 2023 to the end of May 2023

(Before the establishment of JP-MIRAI General Incorporated Association)

Advisory Group (approved in the General Assembly on December 9, 2022)		Advisory Committee (approved in the General Assembly on July 5, 2022)	
Kenryo Tanaka	Secretary General, Federation of Consumer Goods Industries & Consumer Associations (Seidanren)	Narisue Otsuji	Deputy Director, Regional Bureau, Tokyo Local of Japanese Trade Union Confederation
Kenichi Tomiyoshi	Vice President, Japan Textile Federation (JTF)	Masato Okamoto	General Manager, Environment, Safety & Quality Assurance Department, Teijin Frontier Co., Ltd.
Kei Suzuki	Full-time Corporate Auditor, Ryohin Keikaku Co., Ltd.	Sakon Kuramoto	Lawyer, Business and Human Rights Lawyers Network Japan
Keiichi Ujii	Deputy Secretary General, Global Compact Network Japan	Daisuke Kamimura	Former Director, Tokyo Bar Association and ADR (alternative dispute resolution) Committee
Naomi Kudo	Senior Managing Executive Officer, Originator Co., Ltd. / Director, The Japan Association for the Employment of Foreign Nationals	Hideyuki Hirakawa	Deputy Secretary-General / International Affairs Bureau Director, Japan Council of Metalworkers' Unions <Observer>
		Miwa Yamada	Director-General, Inter-disciplinary Studies Center, Institute of Developing Economies, Japan External Trade Organization (JETRO)
Committee of Experts (approved in the General Assembly on December 9, 2022)			
Shoichi Ibusuki	Lawyers' Network for Foreign Technical Interns	Hideyuki Hirakawa	Deputy Secretary-General / International Affairs Bureau Director, Japan Council of Metalworkers' Unions <Observer>
Miwa Yamada	Director-General, Inter-disciplinary Studies Center, Institute of Developing Economies, Japan External Trade Organization (JETRO)	Oussouby Sacko	Former President, Kyoto Seika University (from Mali)
Masao Manjome	Professor, Tokai University	Phi Hoa	CEO, ONE-VALUE Inc. (from Vietnam)
Narisue Otsuji	Deputy Director, Regional Bureau, Tokyo Local of Japanese Trade Union Confederation		

Advisory Group, Committee of Experts, and Advisory Committee, which were established in JP-MIRAI Voluntary Organization under the Charter, were reorganized to form an Advisory Meeting in June 2023 when the new organization, JP-MIRAI General Incorporated Association, was established. (Please see the following page for Advisory Meeting members.)

June 1, 2023 After the establishment of JP-MIRAI General Incorporated Association

Board members (As of December 2023)		
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	Yosuke Okuyama	Director of Overseas Labor Management Office, Toyota Motor Corporation
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	
Kenryo Tanaka	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, Regional Bureau, Tokyo Local of 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)

2023 Review of Activities

2023 Activities and Major Achievements

2023 Activities Overview

In 2023, the EU and international organizations made progress in their efforts to address “Business and Human Rights”. In Japan, the human rights of migrant workers attracted public attention as academics and experts held meetings to review the framework for Technical Intern Training and Specified Skills Workers programs.

The UN Working Group on Business and Human Rights commended “JP-MIRAI Assist” in its end of mission statement during its country visit to Japan (in August). In addition to this, JP-MIRAI's initiatives were promoted at an event

organized at the ASEAN-Japan Special Meeting of Justice Ministers (in July), as well as at the United Nations “Forum on Business and Human Rights” (held in Geneva in November) and the Issara Global Forum (held in Bangkok in November), and its international visibility was increased as a result.

The organizational structure was changed and improved in June 2023, with the integration of Secretariat into JP-MIRAI Secretariat and the establishment of the Board of Directors consisting of seven directors and the Advisory Meeting consisting of 13 experts. We also received financial assistance from businesses and grants from dormant deposits as well as contributions from JICA.

	Main activities	Major achievements
1. Information sharing / mutual assistance with migrant workers	<ul style="list-style-type: none"> ● JP-MIRAI portal site ● JP-MIRAI Assist ● JP-MIRAI Friends ● JP-MIRAI Safety (from June 2023) 	<ul style="list-style-type: none"> ● Improved the basic infrastructure tools for the JP-MIRAI portal. Developed a new function (JP-MIRAI Safety). ● Steadily increased the number of issues consulted at JP-MIRAI Assist. Identified lessons learned from the consultations.
2. Collaboration in “Business and Human Rights”	<ul style="list-style-type: none"> ● Private Company Collaboration Program ● JP-MIRAI Field Academy (Study trip) ● Support for the overseas supply chains management ● Initiative to ensure ethical recruitment 	<ul style="list-style-type: none"> ● Launched the Private Company Collaboration Program to expand pilot programs and manage supply chains (participated by 17 companies and targeted at about 10,000 people) ● Enhanced alliances with RBA and Issara and other partnerships to expand activities.
3. Mutual learning and public communication	<ul style="list-style-type: none"> ● Promotion of mutual learning ● Promotion of and support for JP-MIRAI members' initiatives ● Public Relations in Japan and abroad 	<ul style="list-style-type: none"> ● Effectively organized workshops, subcommittees, and seminars that were in line with various stakeholders' initiatives and interests. ● Increased domestic and international visibility by working with overseas partners and jointly organizing events with international organizations.

Activity 1. Information sharing / mutual assistance with migrant workers

JP-MIRAI portal site

USEFUL INFORMATION

To provide information about living and working in Japan that foreign nationals working in Japan find helpful, and to listen to them and reflect their views in our activities, JP-MIRAI launched the JP-MIRAI portal site in March 2022, followed by the smartphone app in July 2022. They are both available in nine languages. In 2023, we posted 28 articles in Japanese and 73 articles in multi-languages and 11 new educational videos, reaching 233,140 PVs and 1,348 user registrations (a total of 2,732 user registrations).

日本で働く・暮らすなら!
JP-MIRAI
ポータルアプリ

9か国語対応
日本語、英語、中文、スペイン語、インドネシア語、ポルトガル語、タガログ語、ベトナム語

インストールして安心
GET THIS APPLICATION

- 1 ポータル**
お役立ち情報やニュースをいち早くチェック!
- 2 JP-MIRAI セーフティ**
お悩みや疑問を解決! 悩みを制した! 暴力をふるわれた!
- 3 アシスト**
仕事や生活のこと、なんでもプロに電話・チャット・メールで相談できる!
- 4 フレンズ**
一緒に暮らそう! 日本を助けてほしい! 一緒に暮らそう!

インストール・ユーザー登録の方法

1. QRコードを読み取りアプリをダウンロード
2. 「新規登録」をクリック
3. 「前向き」にチェックし「会員登録ページへ」
4. メールアドレスとパスワードで登録完了

Highlights of new portal site content 2023

にほんをいきいきし日本の地域を知ろう!

日本の地域や生活の魅力を伝える、その地域の文化や習慣をもっと楽しんでもらう。日本ならではの生活や文化や習慣を楽しく知ってもらうためのコンテンツをご用意しています。

We posted a range of videos that help foreign nationals to get to know the attractiveness of the areas where they live and work.

コンビニの複合機(ふくごうき)のつかい方(かた)

How to Use Multifunction Copiers at Convenience Stores

コンビニの複合機の使い方

日本(にほん)のコンビニ(コンビニエンスストア)にはコピーやプリントアウトができる「マルチコピー機」と呼ばれる複合機(ふくごうき)があります。

この動画を観て、住居(すまい)の探し(さがし)を助(たす)けたり、イベントや公共(こうきょう)交通(こうつう)のチケット(ちけっと)を出(だ)すこともできます。また、コンビニにはATMがあるので、銀行(ぎんこう)に行(い)かなくてもATMでお金(かね)も取り出(と)けます。この動画では、マルチコピー機(き)の使い(づかい)方(かた)を学(まな)ぶことができます。

We added simple and yet useful information to make their lives easier.

妊娠(にんしん)・出産(しゅっさん)で解雇(かいこ)されそうになってもあきらめないで! それは日本(にほん)では違法(いはう)です

出入国(でいりくこく)管理(かんり)庁(てい)のウェブサイト(わいぶい)から「妊娠(にんしん)・出産(しゅっさん)で解雇(かいこ)されそうになってもあきらめないで! それは日本(にほん)では違法(いはう)です」という動画を公開(こうか)しました。

We posted employment information they should know about to receive the welfare and benefits they are legally entitled to.

JP-MIRAI Friends

In August 2022, we started “JP-MIRAI Friends” as a communication site that brings together Japanese people that want to help foreign nationals and those who unfortunately have not made Japanese friends. The goal is to build a network between foreign nationals and supporters in their neighborhood. Networking events and workshops were held three times in FY2023 (February 7, 8, and 14). * JP-MIRAI Friends was operated with the “Emergency Support and Grant for Response to COVID-19” until February 2023. We plan to further enhance communication by working with a new project, JP-MIRAI Supporters Program.

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, and we started to offer full-scale remedy and consultation services in 2023. Our consultation areas range from labor to lifestyle, education, medical care and welfare, and we also provide attendant support on an ongoing basis for those who are facing complex or challenging issues. We seek assistance from external support organizations as and when needed, and work closely with experts, such as lawyers and certified administrative procedures legal specialists, to deal with residence status issues and offer legal advice. The app is available in nine languages, and consultations by email, chat, and telephone are available in 21 languages.



Foreign nationals

Email
Telephone
Chat
Tue to Sat
10:00 to
18:00



Private Company

Collaboration program
participating companies

Solutions offered in
partnership with JP-MIRAI

Consultation,
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 21
languages



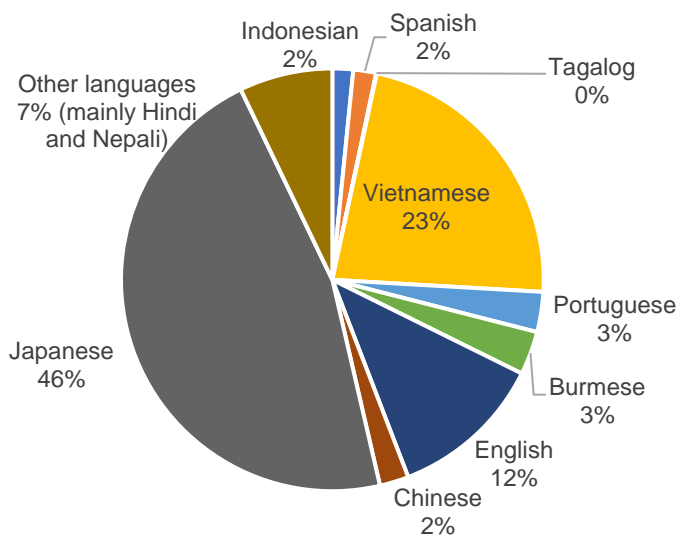
JP-MIRAI Assist usage results

No. of people seeking consultation: 319

No. of consultations (*1): 1,890

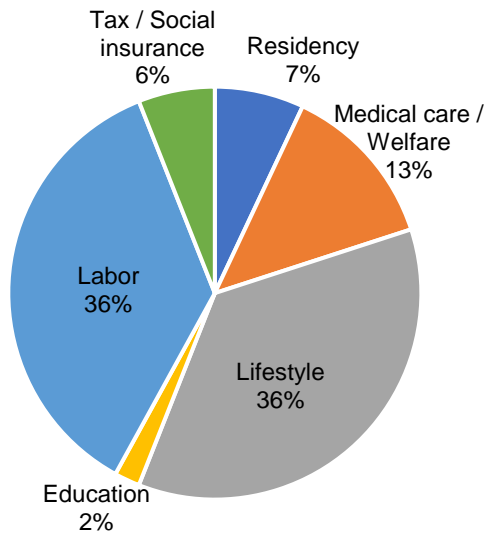
No. of issues consulted (*2): 2,122

Languages



n = 1,890 (No. of consultations)

Types of consultation



n = 2,122 (No. of issues consulted)

Breakdown of "Residency"

	No.	%
Entering/Exiting Japan	9	6%
Changing status of residence	87	58.4%
Status of residence and other issues	53	35.6%

Breakdown of "Lifestyle"

	No.	%
Domestic problems	187	24.6%
Consumer problems / Housing / Cell phone contracts, etc.	60	7.9%
Civil cases	58	7.6%

Breakdown of "Labor"

	No	%
Termination of employment contracts	33	4.3%
Wages	175	22.9%
Harassment / Human relations	286	37.4%

Period: January 1, 2023 to December 31, 2023 n = 1,890 (No. of consultations (No. of consultation records))

*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 count of issues; when one consultation encompasses multiple issues (e.g., residence and labor, etc.), it is counted as multiple issues.

Activity 1. Information sharing / mutual assistance with migrant workers

JP-MIRAI Safety

Background

We launched “JP-MIRAI Safety” in June 2023. It is an online tool that allows migrant workers to perform a self-evaluation, by answering simple questions, to find out whether they are subjected to serious human rights violations while they live and work in Japan.

With JP-MIRAI Safety, we aim to provide support to as many migrant workers faced with problems as possible and to understand their situations to improve their work and living environments and make recommendations.

Concept

- By answering simple questions that take about five to ten minutes, migrant workers can check whether they are subjected to forced labor, violence, or any other human rights violations or serious violations of laws in their work and/or living environments.
- The questions are related to international conventions governing the human rights of migrant workers, such as abolition of forced labor and human trafficking, and human rights that are more likely to be violated.
- If a migrant worker puts a check to the question about an issue that may be classified as a human rights issue or a serious violation of laws, a link to the relevant explanation will be displayed so that the migrant worker becomes aware that he/she is in an inappropriate environment.
- If a migrant worker thinks that he/she may be having a problem, he/she can contact “JP-MIRAI Assist” to seek advice. It is a free consultation service for foreign nationals and available in their native languages.

How to use JP-MIRAI Safety

(1) For migrant workers working for participating companies or their affiliated companies

→The tool is used for companies' human rights due diligence.

Data is aggregated for each employer on data aggregation dates and regularly fed back to participating companies to be used to improve their human rights initiatives. (The utmost care is given to the protection of workers.)

* App version

(2) For other migrant workers

→We encourage as many migrant workers as possible to use the tool so that we can offer a remedy service to those who are having problems.

* App version, web version

SELF
DIAGNOSIS

Excerpted from the JP-MIRAI Safety app

The screenshot shows the JP-MIRAI Safety app interface. At the top, there is a language selection button and the title "JP-MIRAIセーフティ". Below the title, there is a brief introduction in Japanese: "JP-MIRAIセーフティ かんたん しつもん こた 簡単な質問に答えることで、あなたが働き、生活する環境に問題がないかを、あなた自身がチェックできるツールです。" (JP-MIRAI Safety: Answering simple questions allows you to check for problems in your work and living environment.) There are buttons for "ログイン" (Login) and "新規登録" (New Registration). Below this, there is a section titled "JP-MIRAIセーフティ利用方法 (日本語版、ルビ付き) - Youtube" (JP-MIRAI Safety Usage Method (Japanese version, with Romaji) - Youtube). The main part of the screen shows a list of issues with checkboxes. The first issue is "①仕事編" (Work section) with a checkbox. Below it, there are several sub-issues: "一か月の時間外労働(残業)が45時間を超えている。" (Overtime work of 45 hours or more in a month.), "給与や残業代が全部支払われていない(税金で控除される部分は除きます。)" (Salary and overtime pay are not fully paid (excluding tax-deductible portions).), "有給休暇の取得を制限された。" (Limitations on the acquisition of paid leave.), "在留カード、パスポート、預金通帳など、あなたの物をあなた以外の人が管理した。" (Residence card, passport, savings passbook, etc., your belongings were managed by someone other than you.), "会社の外部の相談窓口や、会社の内部の相談窓口を利用することを制限された。" (Limitations on using external or internal consultation windows of the company.), and "労働組合に入ることを制限された。" (Limitations on joining a labor union.). To the right of the app screenshot, there is a vertical text box with Japanese text: "困ったことがあれば、あなたの状況を相談できる外国人専用相談窓口「JP-MIRAIアシスト」があります(相談したい人はこちらから) (電話番号0800-123-5717)。あなたの答えた内容が、会社に伝わることはありません。相談を希望する方は最後の質問にチェックを入れてください。" (If you have a problem, there is a dedicated consultation window for foreigners "JP-MIRAI Assist" where you can consult about your situation (consultation is available from here) (phone number 0800-123-5717). The content you answered will not be passed on to the company. If you wish to consult, please check the last question.) Below this, there are several links: "日本(にほん)で働(はたら)く～給料(きゅうりょう)、残業代(ざんざんぎょうだい)、有給休暇(ゆうきゅうきゅうか)などについて～(jp-mirai.org)", "会社(かいしゃ)がしてはいけないこと(jp-mirai.org)", "外国人(がいこくじん)向(む)けの相談窓口(そうごんだんまど)の紹介(しょうかい)(jp-mirai.org)", "困(こま)りごと①「未婚(みこん)で日本人(にほんじん)の子(こ)を出産(しゅつさん)し、子(こ)どもの国籍(こくせき)は?」(jp-mirai.org)", and "困(こま)りごと②「出産前(しゅつさんまえ)に日本人(にほんじん)の夫(おつと)が出(で)て" (jp-mirai.org)

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Campaign to Protect the Human Rights of Migrant Workers

We organized a campaign to protect the human rights of migrant workers by working with economic organizations, labor organizations, NPOs, and local governments. The campaign was designed to encourage as many migrant workers as possible to use “JP-MIRAI Safety” (web version) and to urge those who were having problems to use our consultation service (JP-MIRAI Assist: JICA lot) so that we could offer them a remedy service.

1. Campaign period: September to November 2023

2. Cooperating organizations

Support from: Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Immigration Services Agency, Japanese Trade Union Federation (JTUC-RENGO), Keidanren (Japan Business Federation)

Cooperation from: Japan Association for the Employment of Foreign Nationals, CINGA (Citizen's Network for Global Activities), Adovo NPO

3. PR activities

- (1) Created flyers (for cooperating organizations and for migrant workers) and posters (for cooperating organizations).
- (2) Distributed flyers through cooperating organizations and at events: 18 events (FRESC, JICA domestic offices, members' organizations, job fairs, etc.)
- (3) Social media: Carried out PR activities through consultation services provided by cooperating organizations on social media, posted content on Facebook.
- (4) Issued press releases. Sent brief messages on the JP-MIRAI website and in JP-MIRAI event bulletins.

4. Launch event: August 30 (online)

Speakers: Commissioner, Immigration Services Agency
 Director General, Bureau of General Campaign Promotion,
 Japanese Trade Union Federation (JTUC-RENGO)
 SDGs General Manager, Keidanren (Japan Business Federation)
 Owner, Myanmar Asia Restaurant “Golden Bagan”
 Multicultural coordinator,
 CINGA (Citizen's Network for Global Activities)

5. No. of JP-MIRAI Safety users

No. of visits: 331 No. of users: 201 No. of respondents: 3



Momo san,
owner of
Golden
Bagan

“I find this tool very useful because you can use the consultation service with your personal data protected. I'd like to promote it to foreigners.”

2023年 9月1日-11月30日

外国人労働者の人権をまもるキャンペーン



外国人労働者や雇用主への利用呼びかけにご協力ください!

JP-MIRAIは、日本在住の、問題を抱える外国人労働者をひとりでも多く支援するため、外国人労働者が日本で働く上で重大な人権侵害・法令違反を受けていないかを自己診断し、必要な方に支援を提供するオンラインツール「JP-MIRAIセーフティ」をスタートしました。

残業代が払われていないかも

仕事だけがしたんだけど

妊娠して、仕事がなくなりそう

インターネットも使わせてくれない

休暇がとれないけど?

……

こんな人いるかも ↑ まずは、外国人労働者自身でチェック ↓

「JP-MIRAIセーフティ」3つのステップ

STEP 01 5分でできる自己診断	STEP 02 制度をやさしく解説	STEP 03 解決のお手伝い
外国人労働者が簡単な質問に答えることにより、自分自身の労働環境に対して、強制労働や人身取引及び重大な法令違反がないかをチェックすることができます。	人権上の問題や重大な法令違反に当たる可能性がある項目にチェックした場合は、関連する規制がリンクで表示され、「自分の環境が適切でない」と知ることができます。	難解があるかもしれないと思った人は、外国人向け相談窓口「JP-MIRAIアシスト」(電話・対面、無料)に相談、または相談窓口から連絡をもらうことができます。
利用は無料、どの言語でも利用できます。2つの言語も利用。	勤務先や個人情報は入力しては任意、気軽に利用できます！	回答や相談内容は、勤務先や個人情報に変わることはありません。

主催: 一般社団法人 JP-MIRAI

共催: 独立行政法人 国際協力機構 (JICA)

協賛: 外務省、厚生労働省、経済産業省、出入国在留管理庁、日本労働組合総連合会、日本経済団体連合会

協力: 一般社団法人 外国人雇用協議会、NPO法人 国際労働市民中心、NPO法人 Adovo

お問い合わせ先: 一般社団法人 JP-MIRAI

メール: info@jp-mirai.or.jp

外国人労働者向けフライヤーはこちらからダウンロードしてください

9言語: 日本語、英語、ベトナム語、中国語、スペイン語、ポルトガル語、タガログ語、インドネシア語、ミャンマー語

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Note: Migrant workers employed by Private Company Collaboration Program participating companies and their affiliated companies are not included in this campaign as they are provided support in the program.

Activity 2. Collaboration in "Business and Human Rights"

Private Company Collaboration Program

< On a pilot basis from May 2022 to April 2023 (for a year) >
 On a full-scale basis from May 2023 (to be continued in FY2024)

Human rights initiatives in line with international standards has been an important corporate responsibility. Companies employing foreign nationals and brand holders using their products or services have a huge responsibility to take steps for human rights initiatives. JP-MIRAI works with businesses to address and deal with the issues such as supply chain management and ethical recruitment, that are difficult for individual companies alone to address.

Services we offer

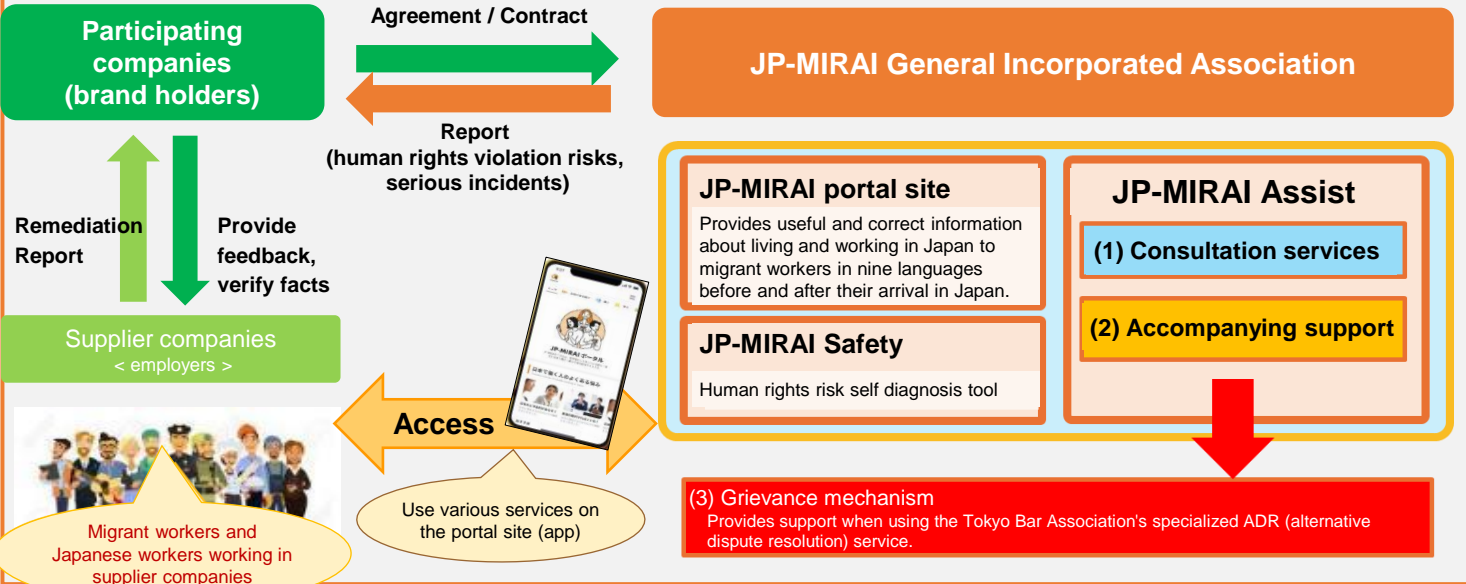
- Grievance mechanism** (also available for workers in companies in supply chains)
 We offer support for migrant workers working in the domestic supply chains of participating companies to use our free consultation services to receive solutions to their problems. If they have a dispute with their employers, we use (offer support for) the Tokyo Bar Association's specialized ADR service for foreign nationals.
- Support for human rights due diligence** (Risks of companies in supply chains can also be identified)
 Migrant workers working in the domestic supply chains of participating companies answer questions on the app (available in nine languages). They will be made aware of human rights violation risks and guided to the support they need. Risk information (with no personal information included) will be fed back to participating companies.
- Mutual learning**
 We provide support for participating companies and supply chain companies through training programs, advice and guidance from advisors and lawyers, and experience sharing among participants.

Support we offer for companies' initiatives

Corporate responsibility

- **Based on the United Nations Guiding Principles on Business and Human Rights**
 - (1) Formulate a human rights policy
 - (2) Undertake human rights due diligence
 - (3) Develop a grievance mechanism
 - (4) Responsibility to protect the human rights of workers working in supply chains
- **Other initiatives companies are expected to undertake by international conventions**
 - (1) Private Employment Agencies Convention (ILO C181) (e.g. Private employment agencies shall not charge any fees or costs to workers.)

How our services work



17 participating companies in 2023 (in Japanese syllabary order)

- AISIN CORPORATION
- Amazon
- Ajinomoto Co., Inc.
- Isuzu Motors Limited
- Kao Corporation
- Suntory Holdings Limited
- SUBARU CORPORATION
- Seven & i Holdings Co., Ltd.
- TOYOTA ENTERPRISE INC.
- TOYOTA MOTOR CORPORATION
- TOYOTA INDUSTRIES CORPORATION
- Toyota Tsusho Corporation
- Nissui Corporation
- Mitsui Fudosan Co., Ltd.
- MITSUBISHI ESTATE CO., LTD.
- Meiji Holdings Co., Ltd.
- Ryohin Keikaku Co., Ltd.

Activity 2. Collaboration in business and human rights

JP-MIRAI Field Academy (study trip)

We organized study trips to Vietnam and Indonesia for our JP-MIRAI members. The purpose of this program was to help the members gain a better understanding of the current process of recruiting young people wishing to come to Japan for work and challenges facing the recruitment process, through opinion sharing with organizations that send workers to Japan and dialog with technical intern trainees who are before arrival in Japan and after return to their home countries. The program is also intended to encourage the members to make effective use of the insights they have gained to improve their future initiatives to host migrant workers.

Vietnam

- Schedule
 - Pre-tour workshop (July 18)
 - Tour (July 24 to 29)
 - Post-tour workshop (August 31)
 - Debriefing (held online on September 6)
- No. of participants: 11 people from 9 organizations
- Places visited



- Hanoi: Japanese Embassy, JICA Vietnam Office, LOD/Haiphong (sending organization), Polytechnic College of Engineering and Technology CTECH, Hanoi University of Industry, Department of Overseas Labour, Ministry of Labour, Invalids and Social Affairs, Vietnam Association of Manpower Supply, ILO, IOM, UNDP
- Nghe An: Department of Labour, Invalids and Social Affairs in Nghe An Province, Thanh Do (sending organization)
- Ha Tinh: NPO Ha Tinh OHEDAS, Thasenco Japanese language school, Department of Foreign Affairs / Department of Labour, Invalids and Social Affairs / Department of Education and Training in Ha Tinh Province

The participants said it was very informative to listen to what local people had to say about issues such as high fees and employment opportunities after return to Vietnam.



Indonesia

- Schedule
 - Pre-tour workshop (November 20)
 - Tour (November 26 to December 1)
 - Post-tour workshop (December 19)
 - Debriefing (January 16, 2024)
- No. of participants: 10 people from 7 organizations
- Places visited



- Jakarta: Japanese Embassy, BP2MI, Indonesia Sending Organization Association, Vocational Training Bureau, Ministry of Manpower, ILO, JETRO, JICA Indonesia Office
- Karawang: Ikapeksi Bersatu Membangun Negeri
- Bekasi: National Vocational Training Center, IM Japan (sending organization)
- Subang: Hamaren Training Center (sending organization)
- Bandung: National Vocational Training Center, Sundagaiya (sending organization)
- Sumedung: Tanjung Sari Agricultural High School
- Participated in the Human Resources Forum jointly organized by Indonesia's Ministry of Labor and JICA on November 28.

During the visits, the participants had discussions that could result in their organizations' specific initiatives.



Activity 2. Collaboration in business and human rights

Support for the management of overseas supply chains

Opinion sharing with international partners

In 2023, we continued to share views and ideas about the management of overseas supply chains with international partners in response to numerous requests from our member companies.

- (1) **Issara Institute:** We have shared views and ideas with the Issara Institute since November 2021. In October 2023, we entered into an alliance (and a Non-disclosure Agreement) with the institute and subsequently received information on specific initiatives from the institute. In 2024, we will consider the framework of a grievance mechanism with businesses wishing to use the grievance mechanism.
- (2) **International Organization for Migration (IOM):** We explored the possibility of using the Migration, Business, and Human Rights (MBHR (CREST)) initiative, which has been undertaken by IOM since January 2023.

Enhanced partnership with international partners



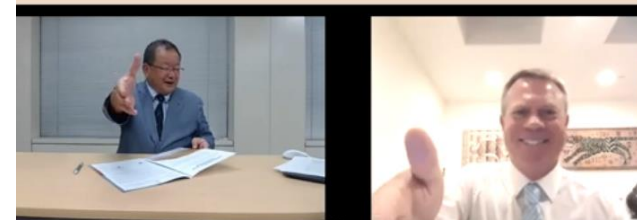
Partnership agreement with RBA

- **Background**
To promote efforts to comply with international standards, we entered into a partnership memorandum of understanding with the Responsible Business Alliance (RBA), the world's largest business and human rights network consisting of over 230 brand holders in the electronics, automobile, and retail industries.
- **Partnership period:** Two years from October 2023
- **Partnership description:**
 1. Building capacity of companies and suppliers hiring workers.
 2. Promoting human rights due diligence and responsible recruitment.
 3. Collecting data and conducting research studies.
 4. Communicating with policy makers.



Partnership agreement with the Issara Institute

- **Background**
The Issara Institute is an international NGO established to support migrant workers working mainly in Thailand and Malaysia. We entered into a partnership agreement with the institute as we expected significant benefits from the partnership.
- **Partnership period:** Three years from October 24, 2023
- **Partnership description:**
 1. Promoting ethical recruitment of migrant workers in Japan.
 2. Providing support for migrant workers in Japan (for human rights due diligence and a grievance mechanism).
 3. Providing support for Japanese companies in implementing business and human rights initiatives in the management of overseas supply chains.
 4. Promoting the use of data, information and learning.



The partnership memorandum of understanding with Issara Institute was signed at the anniversary seminar on October 24, 2023.

Related event: **Issara Institute Global Forum 2023**

The Issara Institute organized the Issara Institute Global Forum 2023 in Bangkok from November 8 to 10, 2023, where about 150 people from governments, sending organizations, and NGOs in Myanmar and Nepal as well as Thailand and Malaysia attended. JP-MIRAI made a presentation on its collaboration with the Issara Institute and its portal site for migrant workers and grievance mechanism (JP-MIRAI Assist) and networked with many stakeholders.

In 2024, we plan to organize study trips (Field Academy) to Myanmar and Nepal by using this network.

Activity 2. Collaboration in business and human rights

Ethical recruitment

Zero Fee Subcommittee

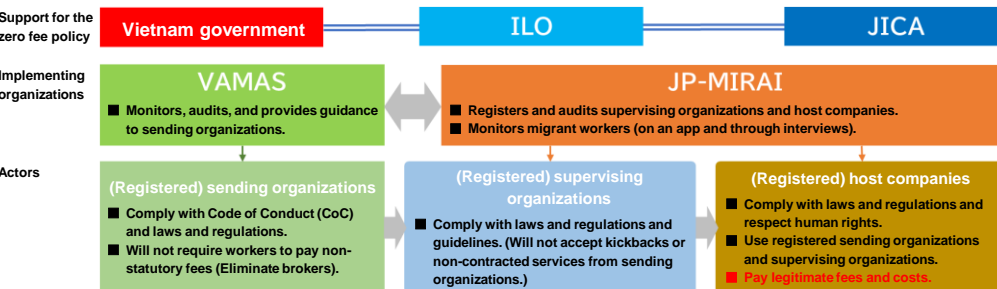
Since its establishment in November 2022, the Zero Fee Subcommittee has met to discuss the progress of its initiatives.

Vietnam-Japan Fair and Ethical Recruitment Initiative (VJ-FERI)

The Vietnamese government amended its legislation in 2020 to address the problem of high fees charged to workers before their departure for Japan (approximately 650,000 yen according to the Immigration Services Agency). The amendment was designed to ensure that workers are not charged any fees if their host companies in Japan pay necessary fees and costs. However, the Vietnamese government points out that no significant improvements have been made as there are so many issues surrounding the stakeholders, which include some sending organizations' failure to comply with the law, payments to brokers, which are banned by the law, supervising organizations' demand for kickbacks or hospitality, and host companies' lack of understanding of the situation.

In the Vietnam-Japan Fair and Ethical Recruitment Initiative (VJ-FERI), which is designed to protect technical intern trainees and specified skilled workers, the guidelines that must be observed by sending organizations, supervising organizations, and host companies will be established and monitored.

JP-MIRAI will register and provide training for companies and organizations and perform monitoring.



The 2023 Vietnam-Japan Human Resource Development Exchange Forum: Optimizing human resource exchange - Meeting international recruitment standards

The 2023 Vietnam-Japan Human Resource Development Exchange Forum was held at an international meeting hall in Hanoi to commemorate the 50th anniversary of the establishment of diplomatic relations between Japan and Vietnam and was attended by around 220 people including online participants. The event was organized by JICA and co-sponsored by the Vietnam Association of Manpower Supply (VAMAS), ILO Viet Nam, and the Japan International Friendship Association (JIFA). Over 20 media outlets from Japan and Vietnam were also present at the event. There was significant interest in Vietnam as the event was covered by TV media and approximately 35 published articles.



It was agreed at the forum that workers should be recruited for appropriate fees, and the framework of VJ-FERI supported by the five parties: the Vietnamese government, VAMAS, ILO, JICA, and JP-MIRAI was approved.

Symposium: No fees should be charged in Vietnam before departure for Japan - Undertaking the Vietnam-Japan Fair and Ethical Recruitment Initiative (VJ-FERI)

Following the establishment of the framework of VJ-FERI, a symposium was held in Japan on September 22 and attended by 123 people. A senior vice president of JICA and the chairman of VAMAS each gave an opening speech, followed by a key speech delivered by an ILO official and a representative of Vietnam's Department of Overseas Labor. At a panel discussion, a representative of a sending organization, a representative of a supervising organization, a representative of a private sector company, and an ILO representative discussed the importance of the zero fee policy from their respective perspective.

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 on the members-only page and members' good practices page on our website and at activity debriefing sessions with the aim of achieving mutual learning among the members, offering solutions to their challenges, and improving the living and working conditions for migrant workers.

1. Activity plans and activity reports submitted by members

- 48 activity reports for the second half of FY2022 were submitted by organization and individual members in April 2023.
(21 activity reports were published on the members-only page.)
- 71 activity plans for FY2023 were submitted by organization and individual members.
(30 activity plans were published on the members-only page.)
- 28 activity reports for the first half of FY2023 were submitted by organization and individual members in November 2023.
(11 activity reports were published on the members-only page.)

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

January	No. 13: TEIJIN FRONTIER CO., LTD.
	No. 14: Okinawa International Exchange & Human Resources Development Foundation
	No. 15: Saga Prefectural Government
March	No. 16: Mr. Saichi Kurematsu
	No. 17: Iwata International Communications Association
April	No. 18: Mr. Tsutomu Komoda
May	No. 19: Meiji Holdings Co., Ltd.
	No. 20: Kayama Kogyo Co., Ltd.

3. Members' activity debriefing session

- Activity debriefing session for the second half of FY2022 held on July 20, 2023
Presenting organizations Yasuragi Fukushimai
 Total Support Consulting Japan Co., Ltd.
 PACIFIC RESOURCE EXCHANGE CENTER (PREX)
 Murata Machinery, Ltd.

4. Members Forum

- Date: November 24, 2023
- Venue: Tokyo Metropolitan Industrial Trade Center Hamamatsucho-Kan
- Theme: "JP-MIRAI's third anniversary – JP-MIRAI's past and the next three years"
- Program
 - (1) JP-MIRAI's performance for the last three years and proposed medium-term plan, Kenichi Shishido (JP-MIRAI)
 - (2) Opinion sharing
Commentators: Mr. Saichi Kurematsu (CO-OP Aichi), Mr. Bhupal Man Shrestha (Everest International School Japan), Mr. Nozomu Yamauchi (Meiji Holdings Co., Ltd.), Mr. Nobuyuki Ninomiya (Japanese Consumers' Co-operative Union), Ms. Emi Akiyama (Cre-en Inc.)

31 organizations and individuals participated in the forum, and the commentators shared their expectations of JP-MIRAI from various perspectives.



JP-MIRAI is expected to carry out initiatives that are aligned with the technical intern training program and foreign migrant workers' situations and to provide information from various stakeholders' perspectives.

JP-MIRAI is also expected by businesses to play a pivotal role in addressing and dealing with the issues that they find difficult to tackle alone.

Activity 3. Mutual learning and public communication

Workshops and seminars

In FY2023, we again organized a range of workshops and seminars on business and human rights and the integration of migrant workers for members and non-members who are interested in properly hosting migrant workers in an effort for Japan to be a “country of choice.” A total of about 1,400 people attended these events both in person and online.

1. JP-MIRAI, local governments and Japan International Exchange Association workshops

The following workshops tailored to meet local governments’ needs were organized.

- Session 3: “Strategy for hosting foreign talent - Mimasaka City’s case study” (January 18)
- Session 4: “Specified skills and integration into local communities as seen in a model project” (April 24)
- Session 5: “Hosting Mongolian talent for medium- to long-term migration and integration - Nagaoka City’s initiatives and challenges” (September 1)
- Session 6: “JCIE research report - Local governments’ new movements and how to overcome challenges” (October 25)

2. JP-MIRAI Gatherings

The following JP-MIRAI Gatherings were organized for members to network and freely share views and ideas with each other.

- Session 1: “Let’s discuss the migrant workers hosting scheme!” (February 16)
- Session 2: “Let’s think about living alongside migrant workers through interaction in the local community! - Case study of Indian people living in Edogawa Ward in Tokyo and Katsuyama City in Fukui Prefecture” (March 17)
- Session 3: “Find out what’s happening in Vietnam today – For reciprocal and equal people-to-people exchanges” (May 11)

3. Seminars, etc.

The following seminars were organized to promote members’ understanding.

● Seminars for the reform of the technical intern trainee program and the specified skills worker program

- (1) Urgent seminar “How will the technical workers hosting system change?” (for members only) (May 23)
- (2) “Follow-up seminar for the reform of the technical intern trainee program and the specified skills worker program” (December 15)

- Japan Federation of Labor and Social Security Attorney’s Associations and JP-MIRAI “Possibility of collaboration in the proper hosting of migrant workers” (February 21)
- “Financial services and education for migrant workers” (October 15)

● First Business and Human Rights seminars

- (1) “What are Business and Human Rights?” (July 14)
- (2) “Improving the work environment for migrant workers – Specific case studies” (August 25)
- (3) Face-to-face workshop (November 2)



4. Other jointly organized events

- Migrant workers survey report meeting (February 17)
- Explanatory meeting for the pilot project of developing Madagascan agricultural workers through employment in Japan” jointly organized by JICA and JP-MIRAI (June 20)
- “Multiculturalism symposium 2023 - Thinking about an inclusive society from case studies in Kyushu” jointly organized by JICA Kyushu and JP-MIRAI (October 30)

Workshops and seminars

Open forum “Multi-stakeholders’ efforts to improve the work and living environments for migrant workers”

In 2022, JP-MIRAI launched the Migrant Workers Consultation and Remedy Pilot Project to provide support for companies in their Business and Human Rights initiatives, and in 2023 we started the Collaborative Program to provide comprehensive support to companies. At this forum attended by a total of 111 people both in person and online, we invited companies responsibly hosting workers, local governments, and NGOs for a panel discussion.

- **Date and time:**

Friday, May 19, 2023 at 16:00 to 17:30

- **Venue:** JICA Ichigaya Building International Conference Hall (also streamed)



- **Program**

- (1) Organizer’s opening speech: Kimitoshi Yabuki, Chairman of Board, JP-MIRAI General Incorporated Association
- (2) Guest of honor speech: Mr. Yoshinori Takazawa, Director, Human Rights and Humanitarian Affairs Division, Foreign Policy Bureau, Ministry of Foreign Affairs (attended online)
- (3) JP-MIRAI activity highlights: JP-MIRAI Secretariat
- (4) Panel discussion: **In-depth discussion on what Japan and JP-MIRAI should do now**

Speakers (in random order):

- Mr. Kenichi Tomiyoshi, Vice President/Secretary General, Japan Textile Federation (JTF)
- Mr. Hideaki Yahiro, Executive Director, Services for the Health in Asian & African Regions (SHARE)
- Mr. Yoshitaka Komiyama, Director, Foreign National Empowerment, Gender Equality and Harmonious Society Promotion, Yamanashi Prefecture Government
- Mr. Masato Oshika, Senior Partner, ESG Promotion Department, ESG Division, Kao Corporation (attended via video recording)
- Moderator: Kenichi Shishido, JP-MIRAI Secretariat

PR activities

Exhibition booth at the International Job Fair Tokyo 2023

JP-MIRAI took part in the International Job Fair Tokyo 2023 and set up a joint exhibition booth with our six member organizations that support foreign nationals living in Japan and carry out communication activities. At the booth, we both communicated our initiatives to visitors.

- Date: November 24 and 25, 2023
- Venue: Tokyo Metropolitan Industrial Trade Center Hamamatsucho-Kan

Joint exhibitors (in random order)

- NHK World - Japan
- NHK Federation
- Services for the Health in Asian & African Regions (SHARE)
- KOKORO (collaborative project between the Union of Vietnamese associations in Japan and The Mainichi Newspapers Co., Ltd.)
- Adovo NPO (student volunteer group supporting foreign nationals)
- ProMaman (global social media site for women and mothers)

About 370 people visited the JP-MIRAI exhibition booth. We introduced the JP-MIRAI Portal site and JP-MIRAI Safety to foreign students and job seekers, and to companies, we introduced the Private Company Collaboration Program, which is a comprehensive program that addresses the human rights of foreign migrant workers working in supply chains.

JP-MIRAI's exhibition booth



Activity 3. Mutual learning and public communication

PR activities

JP-MIRAI newsletters

JP-MIRAI distributes a monthly newsletter to its members. In FY2023, we continued to provide a range of information, including interviews about Business and Human Rights, book reviews, and JP-MIRAI's activities.

Interview highlights

Interviewee (at the time of publication)	Interview subject
Mr. Sakon Kuramoto JP-MIRAI Advisory Committee member Attorney registered in Japan Attorney registered in the State of New York, USA	Impact of the EU corporate sustainability due diligence directive on Japanese companies
Ms. Tomoko Hasegawa Managing Director, Keidanren (Japan Business Federation)	Keidanren's business and human rights initiatives and its expectations of JP-MIRAI
Ms. Hitomi Akiyama Deputy Director, Political Affairs Bureau, UA Zensen	UA Zensen's initiatives for business and human rights and migrant workers
Mr. Keiichi Ujiei JP-MIRAI Advisory Group member Deputy Director General, Global Compact Network Japan (GCNJ)	GCNJ's business and human rights initiatives
Mr. Yusei Naruse Film director	"En no shita no immigré" a film about a technical intern trainee

JP-MIRAI event bulletins

We provide timely information in our weekly bulletin, which include events organized by JP-MIRAI that are for members only or open to the public, events organized by other organizations about the responsible hosting of migrant workers, and articles published on our website.

JP-MIRAI website updated

JP-MIRAI's website was completely updated in April. The website is now easier to navigate, and with the expansion of our activities, it offers much more information about what we do, such as the Private Company Collaboration Program and JP-MIRAI Safety. Pages in English have also been increased to provide comprehensive information as we more frequently work in partnership with international organizations.

Media coverage

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

Media coverage highlights

Media name	Coverage date	Coverage description
The Chunichi Shimbun	January 10	Mr. Kurematsu received an Outstanding Award in recognition of his efforts to support foreign trainees. JP-MIRAI activity debriefing session
The Yomiuri Shimbun	February 6	Companies' responsibility to protect human rights, Do not allow suppliers to unfairly treat workers, human rights due diligence initiatives becoming widespread.
NHK World-Japan	May 12	The JP-MIRAI Portal was featured in "Living in Japan."



2024 Business Plan

Medium-term business plan

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><u>Provide information and support for as many migrant workers as possible to leave no one behind.</u></p> <ul style="list-style-type: none"> ■ JP-MIRAI Portal: Aim to increase the number of users to one million. ■ Continue JP-MIRAI Assist, JP-MIRAI Safety, etc. 	<ol style="list-style-type: none"> 1. Foster closer connections with foreign communities: (1) Establish a JP-MIRAI Supporter Program. (2) Enhance collaboration with other organizations. 2. Make our activities more visible overseas and collaborate with others: Cooperate with international organizations, governments of sending countries, etc. (JICA's cooperation). 3. Improve systems: Expand content based on migrant workers' needs and improve systems for better accessibility.
2. Collaboration in Business and Human Rights	<p><u>Improve and expand the Collaborative Program for human rights DD and remedy.</u></p> <ul style="list-style-type: none"> ■ Collaborative Program: 50 companies (Target workers: 100,000) ■ Develop a SME training program and a certification system. 	<ol style="list-style-type: none"> 1. Provide support for suppliers: 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. 2. Collaborate with overseas organizations: 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. 3. Provide support for SMEs: Provide learning content, e.g. easy-to-understand videos, to encourage SMEs to obtain certification.
3. Mutual learning and public communication	<p><u>Offer programs that facilitate the participation of multi-stakeholders and improve public communication.</u></p> <ul style="list-style-type: none"> ■ Increase the visibility of JP-MIRAI and its members' initiatives. 	<ol style="list-style-type: none"> 1. Promote members' activities: Abolish members' regular reports and focus on collecting and sharing members' good practices. 2. Workshops and seminars: Focus on introductory sessions to increase participation and sessions that leverage JP-MIRAI's strengths along with other timely topics. Shift to video streaming depending on the content. 3. Disseminate information: Launch an improved website (including English pages). Review social media sites.
Organizational structure	<p><u>Increase membership, improve the structure of the Secretariat, and secure financial stability.</u></p> <ul style="list-style-type: none"> ■ Membership: 2,000 ■ Achieve business stability. (Develop a medium-term management plan.) 	<ol style="list-style-type: none"> 1. Membership: Continue to offer free memberships as the number of members is also important. Continue to perform eligibility screening. 2. Secretariat's structure: Improve the structure of the Secretariat by gradually undertaking projects in-house and hiring and training specialist staff in order to accumulate expertise. 3. Secure financial stability: 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).

2024 Business plan and policy

	Activities	Major achievements
1. Information sharing / mutual assistance with migrant workers	1-1. JP-MIRAI Portal (including JP-MIRAI Friends) 1-2. JP-MIRAI Safety 1-3. JP-MIRAI Assist 1-4. JP-MIRAI Supporters Program (new)	Strengthen outreach efforts for vulnerable migrant workers. 1. Develop a program tentatively known as the Foreign Nationals Supporter Program and aim to gain wider recognition in foreign communities in an effort to boost the number of visitors to the portal to one million. 2. Improve the JP-MIRAI Portal (app). Consider how it should be operated in the future (e.g. who should operate it.)
2. Collaboration in business and human rights	2-1. The Private Company Collaboration Program 2-2. Videos and learning materials for SMEs (new) 2-3. Support for the overseas supply chains management 2-4. Fair and Ethical Recruitment (FERI)	Expand and establish a program menu that responds to the needs of businesses aiming to meet international standards. 1. Expand the Collaborative Program based on the experience in 2023. (e.g. stream LMS for work reference materials, improve tools for migrant workers, revise fees.) 2. Develop a training program for SMEs. 3. Launch and improve new initiatives jointly implemented with international organizations and international NGOs.
3. Mutual learning and public communication	3-1. Mutual learning 3-2. Field Academy (study trip) 3-3. Research studies 3-4. Public communication	Promote various stakeholders' learning and activities. Enhance external communication. 1. Organize workshops, seminars, etc. where JP-MIRAI's characteristics and strengths are leveraged. Share the contents of workshops and seminars. 2. Continue to organize study trips (organize a tour to Myanmar and Nepal) and expand networks. 3. Disseminate more information in English as international partnerships grow. Review social media sites.
Common pillar Organizational structure	(1) Attract new members. (2) Enhance partnerships (both international and domestic). (3) Improve the Secretariat's structure. (4) Secure financial stability (through grants and core funds).	Increase members and partnerships. Improve the Secretariat's structure. 1. Increase partnerships and networks. Improve the structure of the Secretariat by training its staff.

Activity plan

Activity 1-4. JP-MIRAI Supporters Program (new)

Goal: Boost the number of visitors to the JP MIRAI Portal (to one million by 2025).

Initiative 1. Create attractive content.

- For foreign nationals before arriving to Japan
 - **Improve country-specific pages** (to provide country-specific information on a scheme for sending workers to Japan from each country and to minimize issues that may be faced by migrant workers).
 - **Promote Japan's appeal.** (Provide links to videos created by local governments.)
- For foreign nationals while working in Japan
 - Encourage foreign nationals to use JP-MIRAI Safety and JP-MIRAI Assist (for human rights issues and consultation and remedy services).
(It is important for these services to be trusted by foreign nationals.)

Initiative 2. Reach out to as many foreign nationals as possible.

- Actions we have taken
 - Distributed flyers via local governments, Japan International Exchange Association, and support organizations.
 - Collaborative Program
 - Directly contacted associations for foreign nationals living in Japan (and asked them to spread information about the JP-MIRAI Portal.)
 - Promoted the JP-MIRAI Portal to foreign nationals by advertising it on Facebook (a project funded by a dormant deposit).
- It is difficult to dramatically increase the number of visitors.
- It is important for reliable (and instantly recognizable) foreign people to send messages.



Encourage foreign nationals' involvement.

How a program tentatively known as the JP-MIRAI Supporter Program would work.

- Attract about 30 foreign and Japanese people who support JP-MIRAI's objective and are willing to provide assistance in the achievement of the objective.
- Ask the supporters to promote the JP-MIRAI Portal on social media and at events.
- Organize regular supporter meetings. Present good practice awards.
- As a general rule, supporters do not receive any remuneration, but they will be paid if they provide assistance in JP-MIRAI's projects.



Activity plan

Activity 2-1. The Private Company Collaboration Program (improved)

2024 Collaborative Program details

1. Support for companies' capacity building

1-1. Provide information and training for participating companies and their related companies (enhanced).

- Provide LMS (e-learning) accessible to contracted companies and their affiliated companies.
 - Update in a timely manner explanatory materials and videos (about JP-MIRAI, business and human rights, and the significance of the participation of suppliers), global developments in human rights, and institutional change in Japan.

1-2. Offer consultation services by advisors and lawyers.

- Arrange for collaborative specialists (a list of instructors). Collaborate with law firms.

2. JP-MIRAI Safety (support for human rights due diligence)

- Provide a human rights risk self diagnosis tool (JP-MIRAI Safety) to migrant workers working in participating companies' domestic supply chains. → Feed back self diagnosis results to participating companies.

3. JP-MIRAI Assist (consultation and grievance mechanism)

(1) Consultation service (Provide a free consultation service to support workers and offer solutions to their problems.)

- The service is available in Japanese as well as 21 other languages.
- The service covers wide areas including residency, medical care and welfare, lifestyle, education, labor, and tax and social security.

(2) Attendant support (Provide support for migrant workers and offer solutions to problems they alone cannot solve, when required.)

- Arrange for counselors and specialists to offer advice. Work closely with governments and NGOs.
- Arrange for lawyers to make inquiries to migrant workers' employers.

(3) Grievance mechanism (to be used for a dispute with an employer)

- Use the Tokyo Bar Association's specialized ADR (alternative dispute resolution) service.

4. Tools for supporting migrant workers (enhanced)

- Provide flyers in multi-languages. Introduce videos.

Some of the requests from companies participating in the 2022 pilot project and the 2023 Collaborative Program

- It is not easy to make other divisions in our company or our suppliers understand the program. Please provide reference materials or training opportunities to help us promote a better understanding.
- We hope to receive timely information.
- Please make sure that various methods of managing a supply chain are available (e.g. data aggregated for each business site, a method of collectively managing construction sites).
- Please increase the number of foreign languages used. (In response to this request, we have increased the number of languages from 9 to 21.)
- Our migrant workers often find it hard to use the tool. Please make it as user friendly as possible and improve flyers and videos about how to use the tool.

Activity plan

Activity 2-2. Videos and learning materials for SMEs (new)

● Purpose

Violations of workers' human rights often occur in SMEs that lack adequate systems and have limited time and financial resources. The issues surrounding the human rights of migrant workers in Japan as a whole will not be resolved unless the environments in which these SMEs operate are improved. At JP-MIRAI, we plan to develop easy-to-understand learning materials that incorporate specific real-life examples, in collaboration with experts, companies, and labor unions and in accordance with international standards, and to promote the learning materials to SMEs.

● How to promote the learning materials

We will encourage SMEs to use the learning materials not only for the management of their supply chains but also for various purposes such as applications in their specific industries or regions.

Training videos

(15 videos with each video lasting 15 minutes)

- (1) Introduction (the need for the initiative)
- (2) (3) Framework (business and human rights)
- (4) (5) Important human rights
- (6) (7) Human trafficking
- (8) (9) Forced labor
- (10) (11) Important laws and regulations
- (12) (13) Health and safety at work
- (14) Human resources development
- (15) Engagement with migrant workers

The learning materials serve as a practical guide to understanding why and how you should implement the initiative.

Learning Management System (LMS)

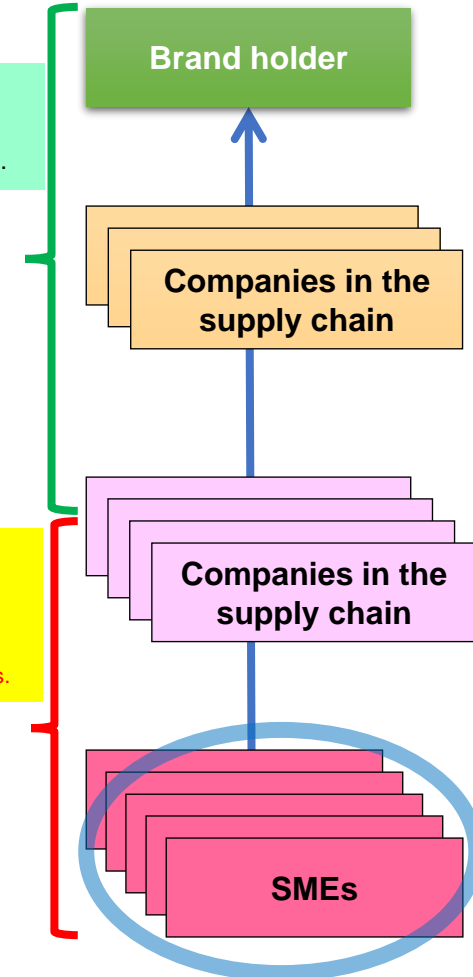
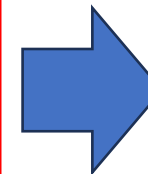
- Design and create videos and learning materials to give users a game-like experience to keep them motivated and engaged while learning.
- Create a simple test for each chapter (SAQ scores).
- Issue a **certificate of completion (e.g. badge)** to those who have completed the LMS according to their SAQ cores and efforts in order to keep them motivated and engaged.

Promoting the learning materials and raising awareness

- (1) **Organize a symposium** (to share the awareness of the issue and to emphasize the need to use the learning materials) (June 2025).
- (2) Promote the learning materials with JP-MIRAI members and cooperating organizations (and externally communicate examples of good practices).
- (3) **Operate a support desk on a pilot basis** (with support from businesses).

CSR audits cover Tier 1 only (or sometimes Tier 2).

The more business sites, the greater the risk of human rights violations.





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