



International
Labour
Organization



Joint Work Plan

Improving Access to Remedy for Migrant Workers from South-East Asia to Japan



**Final Regional Workshop on Access to Remedies
for Migrant Workers from South-East Asia to Japan**

Phnom Penh, Cambodia
11 February 2025

3 Mar 2025

Acronyms

ACRA	Association of Cambodian Recruitment Agencies
ADR	Alternative Dispute Resolution
BHR	Business and Human Rights
CoD	Countries of Destination
CoO	Countries of Origin
DOLAB	Department of Overseas Labour, Viet Nam
FRESC	Foreign Residence Support Centres
GVB	Gender-Based Violence
ILO	International Labour Organization
IOM	International Organization for Migration
JICA	Japan International Cooperation Agency
JWP	Joint Work Plan
KP2MI	Ministry of Migrant Worker Protection, Indonesia
MFA	Migrant Forum in Asia
MMN	Mekong Migration Network
MOJ	Ministry of Justice
MOLVT	Ministry of Labour and Vocational Training, Cambodia
MRC	Migrant Resource Centre
MW	Migrant Worker
NGO	Non-Government Organisation
OTIT	Organization for Technical Intern Training
PDLVT	Provincial Department of Labour and Vocational Training, Cambodia
PDT	Pre-Departure Training
RA	Recruitment Agency
SSW	Specified Skilled Worker
TITP	Technical Intern Training Program
TU	Trade Union
UN	United Nations
VAMAS	Viet Nam Association of Manpower Supply

Contents

1. Introduction	4
2. Joint Work Plan Framework.....	5
2.1. Grievance Mechanisms.....	5
2.2. Empowerment of Migrant Workers	5
2.3. Fair and Ethical Recruitment	6
2.4. Implementation Mechanism and Enabling Environment.....	6
3. Mapping of Existing Initiatives	6
4. Proposed Action Plan	20
Suggested Collaborative Approaches	26
5. Resource Mobilization Strategy	27
6. Management and Review Process of JWP	28

1. Introduction

Recent years have seen a rise in the number of migrant workers residing in Japan under the Technical Internship Trainee Programme (TITP), Specified Skilled Worker (SSW) scheme, and other migration pathways. As of the end of October 2024, there were over 2.3 million migrant workers in Japan. Many originate from South-East Asian countries and fill critical labour shortages within the economy. These workers face various challenges, including language barriers, discrimination, and precarious immigration status, which can hinder their access to effective remedies in the event of a labour dispute or if a business-related human rights abuse occurs.

In Japan, remedies are available through a range of state and non-state mechanisms including through the courts, labour commissions, and counselling services. Migrant workers can reach out to public organisations such as Foreign Residence Support Centres (FRESC) and the Office for Technical Intern Training (OTIT), who provide consultations in a number of migrant languages. While non-state initiatives, such as JP-MIRAI who assist migrant workers by providing multilingual resources and consultations, and various Non-Governmental Organisations (NGOs) and trade unions provide consultation, advice and advocacy services to migrants. Despite these efforts, gaps remain, notably in terms of cross-border access to remedies for migrant returnees. Addressing such issues requires coordinated action between stakeholders in Japan and countries of origin.

In many cases, vulnerability to rights violations while working in Japan are rooted in insufficient or inaccurate information provided to migrants before departure. Moreover, high recruitment fees exacerbate vulnerabilities as many migrants start work in Japan heavily indebted. Japan has endorsed a zero-recruitment fee model, in line with the International Labour Organization's (ILO) Private Employment Agencies Convention, 1997 (No. 181). However, migrant countries of origin in South-East Asia are yet to ratify this Convention. Recently, various initiatives have emerged in both Japan and countries of origin to reduce recruitment fees and work towards a zero-recruitment fee model. However, further cooperation is needed to bring about meaningful change in this regard.

In recognition of the important role played by stakeholders in countries of origin, and in line with the mandate of Japan International Cooperation Agency (JICA), this survey project focuses on identifying existing initiatives regarding access to remedies in three South-East Asian countries of origin, namely Cambodia, Indonesia, and Viet Nam. It aims to develop strategies to strengthen international cooperation, policy coherence and implementation capacity.

This Joint Work Plan (JWP) seeks to provide guidance to JICA and relevant stakeholders in countries of origin, to strengthen international cooperation and facilitate knowledge sharing in order to improve rights protection and access to remedies for migrant workers deployed to Japan. The JWP consists of the following sections: key findings from the project; an explanation of the framework used to develop the JWP; mapping of existing initiatives in the selected South-East Asian countries of origin; proposed action plan for stakeholders in all the South-East Asian countries sending workers to Japan; resource mobilisation strategies; and the JWP's management and review process.

2. Joint Work Plan Framework

The series of survey activities under the project has identified various key interventions assisting migrant workers travelling to Japan. Following consultations with key stakeholders, the following framework was adopted to map out those interventions.

The framework builds upon the following four pillars:

1. Grievance Mechanisms;
2. Empowerment of Migrant Workers;
3. Fair and Ethical Recruitment; and
4. Implementation Mechanism and Enabling Environment

Further details regarding each of these pillars are explained below.

2.1. Grievance Mechanisms

A robust grievance mechanism provides migrant workers with accessible, transparent, and effective channels to address rights violations and workplace disputes. It includes both state-based remedies, such as courts and labour commissions, and non-state-based systems, such as trade unions, recruitment agency complaint systems, and civil society support. Effective mechanisms overcome barriers like language, cost, and jurisdictional complexity, ensuring timely and meaningful remedies. A well-functioning grievance mechanism deters exploitative practices, provides justice for aggrieved workers, and fosters accountability throughout the migration process.

2.2. Empowerment of Migrant Workers

Empowering migrant workers involves equipping them with the knowledge, tools, and support to understand their rights and access remedies. Pre-

departure training, multilingual information platforms, and ongoing support services help workers navigate complex legal, cultural, and institutional landscapes. Empowerment strengthens their resilience and fosters confidence. It reduces vulnerability to exploitation, such as human-trafficking, and enables workers to advocate for themselves and seek remedies when needed.

2.3. Fair and Ethical Recruitment

Fair and ethical recruitment practices eliminate exploitative fees and ensure transparency throughout the migration process. This includes the promotion of a zero-recruitment fee model and creation of mechanisms to monitor and screen malicious recruitment agencies and illegal brokers. Transparent recruitment minimises debt burdens and reduces migrants' vulnerability to abuse. To ensure compliance and accountability within a migration process that respects workers' rights and dignity, collaborative efforts are vital between governments in countries of origin and destination, private recruitment agencies, and employers.

2.4. Implementation Mechanism and Enabling Environment

Creating an enabling environment requires cohesive policies, cross-border coordination, and multi-stakeholder collaboration. Governments, recruitment agencies, civil society, bar associations, and international organisations must work together to strengthen laws, enforcement mechanisms, and institutional capacities, particularly in the promotion of business and human rights. Effective implementation mechanisms include monitoring, evaluation, and data-sharing systems to track and address grievances and ensure compliance. Promoting a culture of accountability, supported by clear frameworks and resources, is critical to building trust and ensuring long-term improvements in migrant workers' access to remedies.

3. Mapping of Existing Initiatives

The table below summarises initiatives currently taking place, in relation to supporting migrants' access to remedy, or developing an enabling environment in which migrants can access remedies. It contains brief analysis of gaps addressed by each implementer, based on input obtained during the Survey's project activities. The table focuses on initiatives taking place in Cambodia, Indonesia and Viet Nam. The proposed action plan in the next section, on the other hand, aims to address all relevant countries in South-East Asia who deploy migrant workers to Japan.

Pillar 1: Grievance Mechanisms		
Initiative	Implementer	Gaps and Existing Actions
Receive and handle complaints from aggrieved Migrant Workers (MWs) in accordance with the government rules and procedures	Relevant government agencies	Gaps • Lengthy conciliation processes cause aggrieved MWs reluctant to submit complaints on state-based mechanisms. • Power imbalance between employers/Recruitment Agents (RAs) and workers. • Insufficient enforcement and use of sanctions. • More resources and training for effective complaints handling, including complaint management skills and gender sensitivity. • The prevalence of unlicensed RAs and brokers. • Needs further clarification for “technical intern trainees” on their status and rights to access remedy. Existing Actions Cambodia, Ministry of Labour and Vocational Training (MOLVT) • State-based complaint mechanisms established by Sub-Decree No 190 (2011) and Prakas No 249 (2013). • Cambodia’s Labour Migration Policy 2019-2023 commits to strengthening complaint mechanisms for MWs. Indonesia, Ministry of Migrant Worker Protection (KP2MI) • Law 18/2017 sets out the principles and standard procedures for the handling of complaints.

		- The newly established KP2MI established in Oct 2024 implements support to MWs and has Directorate-General offices responsible for their 1) Promotion, 2) Placement, 3) Protection, and 4) Empowerment. Viet Nam Department of Overseas Labour (DOLAB) - Law No. 69 on Vietnamese Guest Workers (Law No. 69) sets out the key principles. Decree No. 119 clarifies the process to resolve disputes through a three-tier complaint mechanism.
Support MWs in Japan	Labour attachés stationed at diplomatic missions	Gaps Lack of power and resources to effectively intervene to resolve disputes. Conflicts of interest with Japanese stakeholders concerning MWs' rights and the need to cultivate Japan as a market for the country's migrant labour. Lack of communication/collaboration with supporting initiatives by Japanese governmental/public (national/local) entities or NGOs. Existing Actions Cambodia - MOLVT Cambodian Workers Support Centre in Kanagawa, Japan.
	RAs	Gaps Conflicts of interest between MWs and employers in Japan. Existing Actions Cambodia, Viet Nam, Indonesia

		• RAs send staff to Japan to support MWs resolve labour and other livelihood issues.
File civil claims or criminal complaints against actors in respective Countries of Origin (CoOs)	Judiciary, police, lawyers, bar associations, trade unions, NGOs	Gaps • High litigation costs, lengthy process, lack of trust in the judicial process. • Rule of law and regulatory landscapes require strengthening and made more accommodating to the situation of MWs. Existing Actions Viet Nam • Some law firms handle cases between RAs and MWs.
Support and advise aggrieved MWs	Migrant Resource Centres (MRCs) & NGOs	Gaps • Lack of interest in supporting MWs to Japan. • Weak connections/collaborations with NGOs in Japan. • Lack of staff with specific expertise on migration to Japan. Existing Actions Indonesia • The trade union, Serikat Buruh Migran Indonesia assists MW through litigation and non-litigation processes.
Provide legal counselling/support to aggrieved MWs	NGOs, lawyers, bar associations, trade unions	Gaps • Lack of experience handling cases of MWs deployed to Japan. • Tend to be confused with human trafficking, which is not always appropriate. • Limited cross-border collaboration, particularly with Japanese organisations.

		- Lack of an independent body to support MWs with specially trained lawyers. Existing Activities Cambodia - The NGO, Legal Support for Children and Women provides legal counselling in cases of fraudulent recruitment, delay in deployment, contract substitution, disappearance cases, unpaid wages, sexual abuse and harassment.
Support non-judicial, non-state-based Alternative Dispute Resolution (ADR)	NGOs, lawyers, bar associations, MRCs, JP-MIRAI	Gaps Need for a trusted independent body that can provide advice, conciliation and arbitration service staffed by specially trained lawyers. Existing Activities Japan - JP-MIRAI Assist provides ADR with Tokyo Bar Association for MWs in Japan.
RAs' voluntary guidelines include clauses regarding RAs' responsibilities in ensuring MWs have access to legal and judicial mechanisms,	RA associations	Gaps - Not all RAs are members of associations. - Codes of Conduct are voluntary. Limited knowledge among RAs concerning dispute resolution mechanisms available in Japan. Existing Activities Cambodia

dispute resolution mechanisms both in CoO and destination		- The Association of Cambodian Recruitment Agencies (ACRA) has developed a Code of Conduct for RAs. Monitoring and evaluation is carried out in collaboration with government and NGOs. Viet Nam - Viet Nam Association of Manpower Supply (VAMAS) has developed a Code of Conduct for RAs. Monitoring and evaluation is carried out in collaboration with government.
---	--	---

Pillar 2: Empowerment of Migrant Workers		
Initiatives	Implementer	Gaps and Existing Actions
Disseminate information on Japan's policies and regulations regarding MWs' rights and access to remedies	Governments	Gaps - Difficulty following changes to systems and rules in Japan. Lack of capacity to disseminate accurate and timely information. - Need of more communication and collaboration with Japanese supporting organisations. Existing Actions Cambodia, Indonesia - Governments provide mandatory pre-departure orientation for all MWs deployed to Japan. Indonesia - Layanan Terpadu Satu Atap's One Stop Solution Centres at the district level provide employment related information for migration to Japan and other countries. Cambodia, Indonesia, Viet Nam - Relevant government agencies also provide information online.

		• Basic Information Tool under development with MOLVT (Cambodia), KP2MI (Indonesia), and the Department of Labour, Invalids and Social Affairs in Thanh Hoa (Viet Nam). • Embassies in Japan support dissemination of information from OTIT through embassy websites and social media.
	Ras, JICA, JP-MIRAI	Gaps • Pre-Departure Training by RAs prioritise placing MWs in the labour market. • Limited incentive to provide information about rights and remedies. Existing Actions Cambodia • ACRA has developed a Training Guide on Access to Remedy for migration to Japan for RAs through a pilot activity with ILO. Viet Nam • VAMAS conducted a needs assessment to identify RAs' training needs on access to remedy, as a pilot activity with ILO. Indonesia • JICA organised workshops for private recruitment agencies, placement agencies, and training institutions (LPKs) to improve their knowledge on MW protection in Japan.
	Migrant returnees, MRCs, NGOs	Gaps • Limited initiatives to facilitate sharing between returnees and prospective migrants. Existing Actions Cambodia, Indonesia, Viet Nam

		• MRCs occasionally connect returnees and prospective migrants All countries. • Returned MWs share their experience through their own networks. • Mekong Migration Network (MMN) is organising discussion forums among returnees in Cambodia and Viet Nam in 2025.
	MRCs, NGOs, trade unions, JP-MIRAI	Gaps • Most MRCs & NGOs focus on migration to other destinations, such as Thailand, Malaysia, Hong Kong, and Taiwan. • Lack of capacity to provide up-to-date information on migration to Japan. • Need for more communication and collaboration with Japanese NGOs. Existing Actions Cambodia • Cambodian Workers Support Centre in Japan disseminates remedy-related information on social media, with the support of the MOLVT and Embassy of Cambodia in Japan. International • MMN and Migrant Forum in Asia (MFA) have regional networks of NGOs supporting MWs and disseminate information about migration to Japan and other countries. Japan • JP-MIRAI launches JP-MIRAI portal which provides useful and accurate information to migrant workers in nine languages.

Raising awareness of rights and support with prospective MW in rural areas	Ministry of Justice (MOJ), legal experts, NGOs, trade unions	Gaps - People in rural areas generally have lower education and literacy, thus they are more vulnerable to trafficking and other non-compliance situations. Existing Actions Viet Nam - Legal Aid Centres under Viet Nam's MOJ organises workshops and awareness raising activities to empower vulnerable people in rural areas, with literacy and legal support.
Community building for compassion, coalition, and self-help for MWs	NGOs, community groups, religious groups	Gaps - MWs are often not well integrated within local communities in Japan, and can feel isolated and lonely. - Such isolation can make it difficult to access information about their rights and protection. Existing Actions - Faith-based groups in Japan provide various services and support, and help facilitate mutual help among migrants.

Pillar 3: Fair and Ethical Recruitment		
Initiatives	Implementer	Gaps and Existing Actions

Government regulation of recruitment fees	Governments	Gaps • Fee structures are overly complex and hard to monitor. • Money flows of unlicensed actors are difficult to check. • There is an urgent need for clearer regulation and stricter enforcement, including a legal cap on fees. • Regulations and policies to reduce predatory lending to MWs. Existing Actions Cambodia • MOLVT announced a recruitment fee cap of USD 5,000, though it is yet to legislate. Viet Nam • Government of Viet Nam passed Law No. 69 in November 2020. A key provision removes obligations for MWs to pay brokerage commissions. Service fees are capped at a maximum of one month's salary for every 12 months of work, or three months' salary for contracts lasting 36 months, with further half-month salary charges for each subsequent year.
Industry regulation of recruitment fees	RAs	Gaps • Not all recruitment agencies are members of the associations. • Codes of Conduct are voluntary. • Limitations in monitoring and assessment mechanisms. Existing Actions Viet Nam

		- VAMAS has a RA rating system that has been in operation for over 10 years. Cambodia - ACRA has recently developed a RA rating system, similar to VAMAS. This work has been in progress.
Improve transparency of costs, benefits, and conditions of jobs in the recruitment and placement process	DOLAB and JICA (Viet Nam)	Gaps Unclear information on job offers causing confusions among job seekers in CoO. Conflicts of interest between job seekers and RAs. RAs have less or no incentive to disclose detailed job offer information. Existing Actions Viet Nam - DOLAB and JICA are preparing to introduce a digital platform to provide information on job offers directly to jobseekers.
Operating a voluntary mechanism to monitor fair and ethical recruitment, and promote the zero-recruitment fee model	DOLAB, VAMAS, , ILO and JP-MIRAI	Gaps - TITP interns are more likely to accumulate excessive debt when they do not earn as much as anticipated, increasing the risk of them leaving their employers prematurely. - Achieving 'zero fees' by having employers refund workers may perpetuate structural problems in CoO. Lack of consistent remedy and monitoring mechanisms for MWs before, during and after their work in Japan. Existing Actions Viet Nam - ILO and VAMAS renewing CoC and provide training to RAs.

		Japan - JP-MIRAI will verify job offer information and provide certification for the Vietnam-Japan corridor (VJ-FERI project). Viet Nam and Japan - JP-MIRAI and ILO provide training to employers, RAs in both CoO and destination, install remedy and monitoring mechanisms throughout the recruitment process under the VJ-FERI project.
--	--	---

Pillar 4: Implementation Mechanism and Enabling Environment		
Initiatives	Implementer	Gaps and Existing Actions
Enhance cooperation between ministries, agencies, and local authorities within CoOs	Governments	Gaps - Policy implementation requires inter-ministry communication and coordination. Central government and provincial governments require closer communication and information sharing. Existing Actions Indonesia - A new ministry (KP2MI) has been established to better coordinate migration affairs. Viet Nam - Government plans to streamline state systems, for which ministerial restructuring is in progress. All countries - Respective ministries of labour communicate with other ministries, agencies, and local authorities.

Facilitating a regional discussion on migrants' access to remedies	ILO, JICA	Gaps - Limited cross-border cooperation and collaboration concerning access to remedies for MWs deployed to Japan. - More knowledge sharing among CoOs and Japan will further improve MWs' access to remedy. Existing Actions - The JICA-ILO Survey project identifying needs and existing actions in CoOs and exploring potential areas of collaboration.
Training in Japan to connect and train key stakeholders from CoOs	ILO, JICA	Gaps - Countries of origin need more information about remedy systems and services available in Japan. Existing Actions - JICA has been conducting training for government officials from key CoOs, to enhance their knowledge on migration policies and issues in Japan and to promote safe migration. - ILO and JICA are engaging with OTIT and other supporting organisations in Japan and planning to launch an annual training in Japan for key stakeholders from CoOs.
Improving overall legal and judicial	JICA with support of MOJ, Supreme Court, and Bar association	Gaps Vulnerable people in CoOs require greater support in accessing justice.

mechanism in countries of origin		- State-based judicial remedies are largely impractical for MWs to access effective remedies, due to high litigation costs, lengthy proceedings, lack of trust in process and unlikelihood of remedies being received. Rule of law and regulatory landscapes require strengthening and made more accommodating to the situation of MWs. Existing Actions - With support from the Japanese MOJ, Supreme Court and Bar Association, JICA provides capacity building to judges, prosecutors, attorney, officials in MOJs in certain CoO, such as Viet Nam, Cambodia, Laos, and Indonesia.
Promote the Business and Human Rights (BHR) agenda, and the importance of migrants' access to remedies	United Nations Development Programme, International Organization for Migration (IOM), ILO, Office of the High Commissioner for Human Rights, United Nations Working Group on BHR, JICA, JP-MIRAI	Gaps - Access to remedy is one of the three pillars of the United Nations (UN) Guiding Principles on BHR, but it is often seen as lagging behind the other two. Existing Actions - UN Responsible Business and Human Rights Forum in 2024 focused on Access to Remedy. - IOM has produced a resource package with guidelines and specialised materials. - JICA held the Knowledge Co-creating training program "Business and Human Rights" with 11 participants from eight countries in 2024. - JP-MIRAI provides Corporate Program for Responsible Acceptance of Migrant Workers for Human Rights Due Diligence, remedy, ethical recruitment and inclusive labour monitoring.

4. Proposed Action Plan

The Proposed Action Plan outlines potential areas for collaboration among key stakeholders to work towards common goals. Annual Regional Meetings will review the action plan to discuss progress, challenges and future directions. This action plan does not intend to limit areas of collaboration. Additional actions can be incorporated if stakeholders identify further areas for cooperation.

Grievance Mechanism		
Implementers	Action	Format
Objective 1: Exchange best practice concerning MWs' access to state-based remedies among South-East Asian CoO		
Governments, NGOs, trade unions, private sector actors including employers, UN agencies	1. Participate in regular online and/or in-person workshops to share latest initiatives undertaken by respective governments to improve migrants' access to state-based remedies.	-Regional workshops (to be organised by ILO, JICA and its partner organisations). -Written reports (to be prepared by participating governments, where applicable). -Presentations (by participating governments and/or experts). -Develop materials on best practice as well as on challenges. -Organise study tours and learning exchanges.
Objective 2: Enhance government capacity to deliver state-based remedies to aggrieved MWs		
Governments	2-1. Participate in training programs to strengthen knowledge and skills in providing	-Training programs (to be organised by JICA and its partner organisations).

	migrants' access to remedies through grievance mechanisms.	
	2-2. Conduct in-country briefings to share information and knowledge gained during the above-mentioned training programs.	- Internal briefings/training: Respective governments are encouraged to organise internal sharing sessions or echo training after they have attended the training program in Japan. This will help ensure that the knowledge and skills gained during the training program above will have a sustainable impact in improving the capacity of respective government bodies.
Objective 3: Strengthen regional collaboration among trade unions, NGOs and legal experts, to develop referral systems and/or exchange information necessary to support MWs access state-based and non-state-based remedies		
Trade unions, NGOs, bar associations	3. Strengthen networking efforts among relevant trade unions, NGOs and bar associations, such as those facilitated by MMN, MFA and Lawyers Beyond Borders.	- Establish an up-to-date directory of organisations and lawyers working to support MWs deployed to Japan. - Conduct regular online and/or in persons workshops to strengthen these networks. - Develop a guiding principle to facilitate such regional collaboration.
Objective 4: Strengthen the capacity of RAs in supporting MWs access remedies		

RAs	4-1. Encourage RAs sending workers to Japan to commit to Codes of Conduct.	- Emphasise the advantages of compliance with Codes of Conduct in terms of gaining a positive reputation.
	4-2. Conduct training programs for staff members of RAs on dispute resolution mechanisms	-Online or in-person training programs as appropriate.
	4-3. Conduct follow up visits to workers in Japan to monitor the situation and support MWs in need to access remedies.	-Online meetings with MWs -In-person visits of RAs to workers in Japan
Empowerment of Migrant Workers		
Implementers	Action	Format
Objective 5: Strengthen stakeholders' capacity to disseminate accurate information in a timely manner		
Governments, in close collaboration with NGOs and trade unions	5-1. Participate in online or in-person workshops to learn more about the latest policies and systems in Japan.	-Regional workshops (to be organised by JICA and its partner organisations).
	5-2. Engage in information sharing sessions with Japanese embassies in respective CoOs.	-Informal, low-key diplomatic meetings in respective CoOs.
	5-3. Adapt and make use of information packages on MWs' rights and grievance mechanisms that have been prepared through this project.	-Dissemination of information packages ("infosheets") that can be adapted and/or translated to meet the needs of respective CoOs.
	5-4. Develop a strategy to counter misinformation and raise awareness among migrants about their rights	-Regional workshops
RAs, including staff members	5-5. Organise training programs to enhance RAs' understanding on MWs' rights protection in Japan	-Training programs. -Develop reference materials for RAs,

stationed in Japan	and raise awareness about their roles and responsibilities in safeguarding the rights of MWs.	including, information on complaint mechanisms and available support for aggrieved MWs. -Develop a guide on roles of RAs in supporting workers access complaint mechanisms .
Trade unions, NGOs, MRCs, legal experts	5-6. Participate in online or in-person workshops to learn more about the latest policies and systems in Japan.	-Regional workshops (to be organised by JICA and its partner organisations).
	5-7. Collaborate among those who assist MWs deployed to Japan so information dissemination can be more effective and reach more communities.	-Networking. -Exchange visits.
ILO, JICA	5-8. Develop an online platform to empower migrant workers, promote fair and ethical recruitment, grievance mechanism and tools related to relief mechanism and updates on the Joint Work Plan	- ILO website or the JP-MIRAI portal
Fair and Ethical Recruitment		
Implementers	Action	Format
Objective 6: Strengthen efforts to regulate and reduce recruitment fees		
Governments	6-1. Strengthen regulations and enforcement concerning recruitment fees and related costs.	-National legislation.
	6-2. Exchange best practice among South-East Asian CoOs concerning ethical recruitment and pursuance of a zero-recruitment fee model.	-Regional workshops.
RAs	6-3. Promote RAs that demonstrate good compliance with applicable Codes of Conduct.	-Enhance monitoring and evaluation mechanisms.

	In particular, highlight those who commit to a zero-recruitment fee model.	-As an incentive, promote RAs who achieve good evaluation results.
JP-MIRAI, Employers, and RAs in Japan	6-4. Promote and seek collaboration concerning the zero-recruitment fee model among employers in Japan, as well as relevant stakeholders in CoOs.	-FERI initiatives (relevant countries). -Regional workshops.
Implementation Mechanism and Enabling Environment		
Implementers	Action	Format
Objective 7. Enhance multi-ministries, multi-stakeholders, multi-country cooperation		
Governments	7-1. Strengthen inter-ministry communication and coordination, both within and between central government and provincial governments.	-National level.
	7-2. Strengthen bi-lateral collaboration to ensure consistency in compliance with national legislation.	-Bi-lateral exchange of information between CoOs and Japan.
ILO, JICA, NGOs, UN agencies, trade unions	7-2 Strengthen regional discussion on migrants' access to remedies.	-Regional workshops.
	7-3. Connect and train key stakeholders.	-Regional training programs.
Objective 8. Improve rule of law and legal protection for vulnerable people		
MOJ, bar associations, legal professionals, NGOs, trade unions	8-1. Provide special assistance to enable vulnerable people to access judicial remedies, and grievance mechanisms.	-Provision of pro-bono legal help and advice or financial assistance through legal aid schemes for those seeking remedies.

	8-2. Collaborate with international organisations and promote cross border networking to strengthen judicial systems and grievance mechanisms.	-Capacity building programs
Objective 9. Promote the UN's business and human rights agenda		
UN Agencies	9. Promote roles of employers, as well as RAs to ensure MWs are treated fairly, including through recruitment processes.	-Special reports. -Side events during regional or national BHR forums.

Suggested Collaborative Approaches

Co-Creation Network for Actions to Protect the Human Dignity of Migrant Workers

While country-level action and commitment are needed to help migrant workers overcome the challenges they face in accessing effective remedies, the cross-border nature of many cases and common issues present opportunities for regional collaboration to enhance and strengthen national initiatives.

As such, ILO and JICA propose the creation of a regional network, called “Co-Creation Network for Actions to Protect the Human Dignity of Migrant Workers”, for the purpose of facilitating collaboration between various stakeholders in South-East Asian countries of origin and Japan.

The Co-Creation Network may serve as a platform by which the proposed actions elaborated upon in the previous section may be realised. This may include:

- i) The exchange of best practice concerning migrant workers’ access to state-based remedies among South-East Asian countries of origin;
- ii) The exchange of best practice regarding the role of labour attachés in enabling migrant workers in Japan to access effective remedies. Some countries of origin, such as the Philippines and Thailand, have a longer history in supporting their nationals working in Japan. This experience may serve as a valuable resource to other, emerging, countries of origin.
- iii) The opportunity to communicate relevant Japanese policy developments in a timely and systematic manner;
- iv) The exchange of best practice among countries of origin concerning ethical recruitment and pursuance of a zero-recruitment fee model;
- v) Opportunities to jointly identify training needs; and
- vi) Facilitate networking among relevant stakeholders in the region.

Through the proposed Co-Creation Network, fruitful discussions can take place on these and other topics via online or in-person meetings. Beyond discussion on access to remedies and migration specifically to Japan, South-East Asian countries of origin will be able to share good practice more generally in terms of protecting their nationals going abroad. For example, certain countries have established policies to avoid conflicts of interest in the recruitment process that specify who can and cannot operate recruitment agencies. There are also emerging business models committed to ethical recruitment, including implementing a zero-recruitment fee model. It will be beneficial for relevant stakeholders to learn more about such strategies. More broadly, regional collaboration can reduce the risk of entrenching a race to the bottom in terms of recruitment practices. Without regional collaboration, there is a

risk that employers in Japan will simply shift away from hiring workers from countries that promote the zero-recruitment fee model, and instead hire workers from countries where employers are not required to shoulder the bulk of recruitment and related cost. Employers may also shift to countries whose migrant workers are less aware and assertive of their rights. Through regional collaboration, it is hoped that respective countries of origin will develop shared principles concerning ethical recruitment and migrant workers' rights.

On a more practical level, it is hoped that various stakeholders, through proposed regional collaboration will find possibilities for further collaboration. For example, some stakeholders may plan similar actions to address common issues. For such issues, stakeholders could explore the possibility of jointly organising events or share strategies so that they can think of solutions together.

5. Resource Mobilization Strategy

The implementation of this Joint Work Plan requires resources. This section aims to clarify the strategy on resource mobilization for common understanding among the concerned stakeholders. In principle, there are two channels for resource mobilization.

5.1. Utilisation of existing resources and capacity

Utilisation of existing resources and capacity will be the primary approach for advancing this JWP. Section 3 above outlined various existing initiatives on access to remedy conducted by relevant stakeholders. These stakeholders will continue pursuing the initiatives, and expectedly, these initiatives will create synergies in the future by referring to this JWP.

5.2. Approaching new partners

While a large part of this JWP will rely on existing resources and capacity, the ILO and other concerned stakeholders may take steps to mobilise more resources from external partners. Some stakeholders have already informed the ILO that they are willing to continue or further develop their participation subject to available resources. This JWP can serve as a reference to identify other stakeholders who have similar actions or ideas, so that they can collaborate in joint resource mobilisation efforts.

6. Management and Review Process of JWP

The purpose of this JWP is to promote cooperation and collaboration among concerned stakeholders. By clarifying ongoing and prospective actions taken by different organisations in different countries, the JWP seeks to find linkages and improve coherence for actions in the region to protect the rights of migrant workers. In order to meet these objectives, this document proposes key principles for the management and review of the JWP.

8.1. Forming the Co-Creation Network

The management and review of the JWP shall be conducted via the proposed Co-Creation Network. This informal network welcomes stakeholders that support migrant workers, including the governments, employers' organisations, trade unions, associations of recruitment agencies and placement agencies, bar associations, non-government organisations and universities. Given the informal nature of the network, it does not require any formal processes to participate in or exit from the network. The organisations that the ILO has previously engaged for the development of JWP are all invited to be part of this network. The ILO and JICA will continue to take lead in facilitating this network.

8.2. Periodic Review of Joint Work Plan

With the ILO's lead, a periodic review of JWP will be conducted on an annual basis. The ILO and JICA will organise an annual meeting with key stakeholders to formally review the progress of the JWP. Prior to the annual meetings, online meetings and/or bilateral meetings will be conducted to ensure the JWP includes the voices of those who cannot participate in the annual meetings.

8.3. Non-Binding Document

It is important to clarify that the JWP is a non-binding document. The organisations mentioned in the JWP and those who are part of the Co-Creation Network are under no legal obligations. The JWP recognises that the feasibility of some actions is subject to conditions, such as the availability of funding and capacity of organisations. Any challenges that hinder the implementation of the JWP can be discussed throughout the process during the periodic review.