

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE MINISTRY OF INDONESIAN MIGRANT WORKERS
PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD
OF THE REPUBLIC OF INDONESIA
AND
MIE PREFECTURE OF JAPAN
ON
THE COOPERATION ON PROMOTING THE DEVELOPMENT, PLACEMENT,
AND ACCEPTANCE OF INDONESIAN SPECIFIED SKILLED WORKERS TO
JAPAN

The Ministry of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board of the Republic of Indonesia (hereinafter referred to as "MoIMWP") and the Mie Prefecture of Japan (hereinafter referred to as "MPJ"), hereinafter referred to singularly as "Party" and collectively as "both Parties";

Sharing the mutual understanding of fostering friendly cooperation regarding the development, placement, and acceptance of Indonesian national to work in Mie Prefecture under Specified Skilled Workers mechanism (hereinafter referred to "Indonesian Workers") to ensure the supply of industrial human resources in Mie Prefecture;

Referring to the Memorandum of Cooperation between the Government of the Republic of Indonesia and the Government of Japan on A Basic Framework for Proper Operation of the System Pertaining to Foreign Human Resources with the Status of Residence of "Specified Skilled Worker" (hereinafter referred to as the "MoC");

This MoU shall comply with the existing laws and regulations as well as policies of both countries.

Both Parties agree to implement the following provisions in good faith:

Article 1: Purpose of Cooperation

The purpose of this Memorandum of Understanding (hereinafter referred as "MoU") is to establish framework of cooperation between both Parties with a view to effectively promote the development, placement, and acceptance of Indonesian Workers in Mie Prefecture in accordance with the laws and regulations as well as policies of the Republic of Indonesia and Japan.

Article 2: Content of Cooperation

1. Both Parties agree to cooperate in the process of developing, placement, and accepting Indonesian Workers in Mie Prefecture.
2. Both Parties will exchange data and information regularly regarding the development, placement and acceptance of the Indonesian Workers in Mie Prefecture;
3. Both Parties will cooperate to address any issues arising from the implementation of this MoU, including but not limited to, the protection of Indonesian Workers and work together towards mutually acceptable solution;
4. Both Parties agree to cooperate in the development of Indonesian Workers candidate to ensure the availability of supply in Indonesia to meet the demand in Mie Prefecture.

Article 3: Implementation Rules

1. This MoU shall be implemented in compliance with the MoC and the existing laws and regulations of both countries.

2. For the implementation of cooperative activities, both Parties may conclude individual agreements specifying the details of activities, roles of stakeholders, and other necessary matters.
3. Both Parties will hold meeting at least once a year or at any time when the need arises to discuss and to conduct monitoring and evaluation on the implementation of the cooperative activities under this MoU.
4. The above meetings will be held in the Republic of Indonesia and Japan alternately, or through video conference. Both Parties may invite relevant ministries or agencies of the respective countries to participate in such meeting. Details of the meeting will be mutually agreed between both Parties and communicated through diplomatic channel.

Article 4 : Responsibilities of Both Parties

1. To implement the cooperation under this MoU, the MoIMWP shall:
 - a. support and facilitate necessary arrangement for the training of Japanese language learning program and related programs conducted by MPJ or by third parties in cooperation with MPJ in Indonesia prior to departure for Indonesian Workers who are selected to work in Mie Prefecture;
 - b. conduct pre-departure orientation for Indonesian Workers to provide better understanding regarding workers' rights and obligations, Japanese working and social culture as well as others necessary information;
 - c. together with MPJ promote opportunities for the placement and acceptance of Indonesian Workers to work in Mie Prefecture through international exchanges, job fairs, conferences, and other events;
 - d. take necessary measures against any party who conduct placement of Indonesian Workers to Mie Prefecture contrary to MoC;
 - e. together with MPJ conduct regular monitoring and evaluation on the implementation of cooperation under this MoU.
2. To implement the cooperation under this MoU, the MPJ shall:
 - a. provide support for Japanese language learning for Indonesian Workers through local Japanese language classes within the prefecture, and

- endeavor to further expand such support in Indonesia for Indonesian Workers who are selected to work in Mie Prefecture prior to departure;
- b. establish and operate consultation services desk to provide assistance for Indonesian Workers in need aiming to ensure safe and secure working and living environment for Indonesian Workers;
 - c. share information on complaints and similar matters that come to its attention with MoIMWP and Consulate General of the Republic of Indonesia in Osaka to prevent the repatriation of Indonesian Workers due to labor-management disputes or other related issues, and shall make efforts to respond promptly and fairly;
 - d. together with MoIMWP promote opportunities for the placement and acceptance of Indonesian Workers to work in Mie Prefecture through international exchanges, job fairs, conferences, and other events;
 - e. together with MoIMWP conduct regular monitoring and evaluation on the implementation of cooperation under this MoU.

Article 5: Contact Points

1. The contact point on MoIMWP side shall be Directorate of Promotion and Overseas Cooperation.
2. The contact point on MPJ side shall be the Policy Planning Department.

Article 6: Validity Period

This MoU shall be valid for five (5) years period from the date of the last signature. This MoU may be renewed upon mutual agreement of both Parties. If either Party wishes to renew this MoU, the said Party shall notify the other Party of its intention to renew this MoU through diplomatic channel at least three (3) months before the expiration date of this MoU.

Article 7: General Provisions

1. Any amendments to this MoU shall be made in writing with the mutual agreement of both Parties.

2. Either Party may terminate this MoU at any time by giving written notification to the other Party through diplomatic channel at least three (3) months prior to the intended date of termination.
3. The termination of this MoU shall not affect the completion of activities carried out under its framework.
4. This MoU does not alter the rights and obligations of the Republic of Indonesia and Japan under international law.
5. The implementation of this MoU shall be in accordance with the laws and regulations of both countries and shall not contradict international treaties to which both countries are parties, while remaining within the authority of both Parties.
6. Any disputes regarding the interpretation, application, or implementation of this MoU shall be resolved amicably through discussions between both Parties.


Signed in Jakarta, Republic of Indonesia on 11 August 2025 and in Mie Prefecture Japan on 24 August 2025, in two original copies, each in Indonesian, Japanese, and English languages. All texts are equally authentic. In case of discrepancies in interpretation of this MoU, the English text shall prevail.

FOR THE MINISTRY OF INDONESIAN
MIGRANT WORKERS
PROTECTION/INDONESIAN MIGRANT
WORKERS PROTECTION BOARD
OF THE REPUBLIC OF INDONESIA



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Director General of Promotion and
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FOR GOVERNMENT OF MIE
PREFECTURE OF JAPAN



Ichimi Katsuyuki
Governor