



Online



Face-to-Face (in Japan)

Knowledge Co-Creation Program (Group and Region Focused)

# Labor Policy of Migrant Workers and Career Development Support for Returnees (To Achieve Economic Growth and Decent Work)

課題別研修 海外就労者の労働政策と帰国後のキャリア支援 —経済成長とディーセントワーク実現に向けて—



Photo/JICA/Shinichi Kuno



Photo/JICA/Atsushi Shibuya

**Course Number: 202411581-J001****Course Period:****Online : From October 22 to November 10, 2025****Face to Face in Japan : From November 11 to November 29, 2025**



How can we achieve  
economic growth  
and  
decent work  
by supporting  
migrant workers?

Consider better labor policy for migrant workers to promote “decent work” together with economic growth.

# Outline



This program is designed for officers who are in charge of sending workers to foreign countries and supporting their employment after their return to home countries.

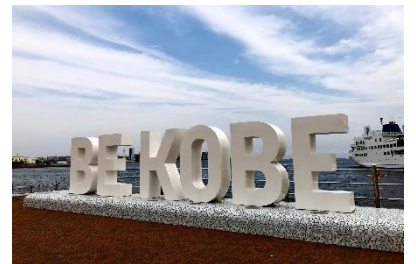
During the program, participants will learn about the latest trends and issues of migrant workers in Japan and other countries by lectures from experts. In addition, through on-site visits, participants will see and hear the real stories of foreign workers in Japan. By discussions with fellow participants, you will learn about other countries' cases and gain new insight on migrant workers.

This program will be a great opportunity for participants to create international connection with government officers from other countries.

The sessions will be held online and in Japan.

All sessions are carried out in English.

**Course Capacity:  
10 Participants**



## **JICA Knowledge Co-Creation Program (KCCP)**

The Japanese Cabinet released the Development Cooperation Charter in June 2023, which stated, “In its development cooperation, Japan has maintained the spirit of jointly creating things that suit partner countries while respecting ownership, intentions and intrinsic characteristics of the country concerned based on a field oriented approach through dialogue and collaboration. It has also maintained the approach of building reciprocal relationships with developing countries in which both sides learn from each other and grow and develop together.” JICA believes that this ‘Knowledge Co- Creation Program’ will serve as a foundation of mutual learning process.

# Table of Contents

## For What?

(Background, Objectives) .....	6
--------------------------------	---

## To Whom?

(Job Areas and Organizations, Targeted Countries) .....	7
---	---

## When?

(Online Program Period, Face-to-Face Program Period) .....	8
--	---

## Where?

(Place Where the Program Take Place) .....	8
--	---

## How?

(How to Learn, Language, Commitment to the SDGs) .....	9
(Program Structure) .....	10-11

## Eligibility and Procedures

(Expectations to the Applying Organizations, Nominee Qualifications) .....	12-13
(Required Documents for Application) .....	14
(Procedures for Application and Selection) .....	15
(Conditions for Participation) .....	16

## Administrative Arrangements

(Organizer (JICA Center in Japan), Implementing Partner, Travel to Japan, Accommodation in Japan, Expenses, Pre-departure Orientation) .....	17-20
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# For What?

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understanding on the issues about migrant workers and plan an action plan for improvement, in terms of realizing decent work in the accepting countries and employment after their return to home countries.

## Background

The number of migrant workers is increasing globally. They are expected to contribute to the economic growth of their home countries by applying the skills and knowledge they have learned overseas after returning. However, there have been many issues in realizing the expectation.

The purpose of this course is to improve systems and operations of origin countries to achieve the economic growth and decent work by migrant workers.

Until the middle of the 20th century, Japan was an origin country for migrant workers and has shifted to a destination country. Also, Japan has long experience in improving labor and employment policies and career development system. In this program, participants will learn from Japan and other countries cases to co-create the system to achieve the economic growth and decent work by supporting migrant workers.

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## Objectives

This program aims to deepen the





# To Whom?

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## Job Areas and Organizations

This program is offered to officers who belong to the organizations in charge of migrant workers, especially who is supporting their employment after their return to the home countries.

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## Targeted Countries

GUATEMALA, INDONESIA,  
MADAGASCAR, MALAYSIA, NEPAL,  
PHILIPPINES, TAJIKISTAN,  
TIMOR-LESTE, UZBEKISTAN,  
VIET NAM

# When?

## Online Program (On-Demand)



From October 22 to November 10,  
2025

## Program in Japan



From November 11 to November 29,  
2025

This course is carried out in Japan with  
prior online program, organized by  
JICA Kansai Center.

# Where?

During the program in Japan, we will  
visit Kansai and other area





# How?

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## How to Learn

- Online Self-Study
- Q&A Session
- Lectures
- Field Visits
- Workshops
- Discussions
- Presentations



Study



Listen



Experience



Watch



Discuss



Present

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## Language

English

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## Commitment to the SDGs



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## Program Structure (Tentative)

### 1. Online Program

- **Program Orientation & Briefing**

- **On-demand Lectures**

Participants will study knowledge of Japan's employment policies, policies for migrant workers, and the current situation and prospects for employment during their stay in Japan.

Based on the on-demand lectures, participants will draft the Country Report.

- **Orientation before Arrival in Japan and Q&A Session**

### Country Report

Drafting Country Report on basic and essential information for the Japanese lecturers as well as the other participants to understand each other and to facilitate the discussion in the program.

### 2. Program in Japan

#### Expected Module Output and Contents

This program consists of the following components. Details on each component are given below:

**\*Please note that the contents are tentative and may change.**

Modules	Subjects/Agendas	Methodology
(1)	Understand the current global situation and issues on migrant workers	Lecture, Presentation -Current situation of international labor migration -JICA's model of human resource reflux Discussion with experts

(2)	Analyze the issues, systems and current situation of migrant workers in participants' countries	-Country report presentations by participants Lecture and Discussion with experts
(3)	Understand the Japanese cases of receiving/sending migrant workers: Japanese policy on migrant workers and employment rules	Lecture, Discussion, Field Visit - Japan's Experience as a Sending Country -Visit to private companies which accept migrant workers, meeting with migrant workers and employers - Platform for responsible recruitment of foreign workers in Japan -Japan's employment policy and operations (e.g. technical intern training program and specified skilled workers)
(4)	Compare the differences of policy and regulation between participant's country and other countries to find key factors for successful migrant workers	Lectures, discussions, workshops
(5)	Make an action plan on how to solve the issues of migrant workers of participants' countries	Workshop, Presentation -Participants will consider practical approaches to improve the migrant workers from their countries -Presentation of Action plan

# Eligibility and Procedures

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## 1. Expectations to the Applying Organizations

- (1) This course is designed primarily for organizations that intend to address specific issues or problems identified in their operation. Applying organizations are expected to use the program for those specific purposes.
- (2) This course is enriched with contents and facilitation schemes specially developed in collaboration with relevant prominent organizations in Japan. These special features enable the course to meet specific requirements of applying organizations and effectively facilitate them toward solutions for the issues and problems.

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## 2. Nominee Qualifications

Applying organizations are expected to select nominees who meet the following qualifications.

【Remarks】 Each Organizations is requested to strongly encourage female candidates to apply for the course to accelerate the realization of gender equality and women's empowerment.

### (1) Essential Qualifications

- 1) **Current Duties:** Officers who belong to the organizations in charge of migrant workers and supporting their employment after their return to the home countries.
- 2) **Educational background:** To be university graduates or equivalent.
- 3) **Work experiences:** More than 5 year working experience in the fields related to migrant workers, especially supporting their employment after returning home, and willing to continuously work in the same or related department after

this KCCP program.

- 4) **Language:** have a good command of spoken and written English. This program includes active participation in English, thus requires high level of proficiency in English. Please attach an official certificate for English ability such as TOEFL, TOEIC, etc., if possible.

**5) Technical Requirements : (For program offered by on-line)**

**a Technology Proficiency**

- Basic computer skills such as, sending/receiving email with attachments, and using a web browser.
- Online course is delivered using the following services, Web Conferences (Zoom), Cloud Storage (Google Workspace), and YouTube. Online tutorial and support by JICA will be limited. The ability to be self-directed in learning new technology skills are required.

**b Internet Connection**

- High Speed Broadband Connection (at least 2Mbps).  
\*Internet access charge incurred for this course shall be borne by your organization.

**c Hardware (Minimum Requirement)**

- Regular access to a computer, either from your home or from your office.
- Operating System: Windows or Mac OS (Updated version is preferred).
- Processor: Intel Core 2 Duo or higher; 2GHz or higher
- Memory: 4GB of RAM or higher
- Hard Drive Space: 5GB free disk space
- Browser: Google Chrome is preferred browser. (Edge, Firefox, Safari can be used)
- Others: Webcam Microphone, and Audio output Device (Speaker or Headset)

**d Software (which may be required)**

- Zoom Client for Meeting (<https://zoom.us/download>).  
\*In case you are using your office computer and use of Zoom is not authorized by your IT administrator, please notify JICA at the time of



application.

- 6) Health: must be in good health to participate in the program in Japan. To reduce the risk of worsening symptoms associated with respiratory tract infection, please be honest to declare in the Medical History (QUESTIONNAIRE ON MEDICAL STATUS RESTRICTION of the application form) if you have been a patient of following illnesses; Hypertension / Diabetes / Cardiovascular illness / Heart failure / Chronic respiratory illness.

## (2) Recommended Qualifications

Expectations for the Participants

- 1) Age: under fifty-five (55) years old
- 2) Gender Equality and Women's Empowerment: JICA seeks more female applicants due to the past records of fewer applications from women. JICA is committed to promoting gender equality and women's empowerment, and provides equal opportunities for all applicants regardless of their sexual orientation or gender identity.
- 3) Difficulties/Disabilities: The participation of person with difficulties/ disabilities is welcomed. Reasonable accommodation for persons with difficulties/ disabilities will be made. Please write your situation in the Questionnaire on medical status restriction of the Application form. (Japan ratified the Convention on the Rights of Persons with Disabilities in January 2014 and JICA has observed it.)

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## 3. Required Documents for Application

- (1) **Application Form:** The Application Form is available at the JICA overseas office (or the Embassy of Japan).  
\*If you have any difficulties/disabilities which require assistance, please specify necessary assistances in the QUESTIONNAIRE ON MEDICAL STATUS RESTRICTION (1-(c)) of the application form. Information will be reviewed and used for reasonable accommodation.
- (2) **Photocopy of Passport:** You should submit it with the application form if you possess your passport which you will carry when entering Japan for this



program. If not, you are requested to submit its photocopy as soon as you obtain it.

\*The following information should be included in the photocopy:

Name, Date of Birth, Nationality, Sex, Passport Number and Expiry Date

\*It is recommended that your passport be valid for more than 6 months after the last day of the program.

- (3) **English Score Sheet (photocopy):** to be submitted with the application form, if the nominees have any official English examination scores. (e.g., TOEFL, TOEIC, IELTS)

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## 4. Procedures for Application and Selection

### (1) Submission of the Application Documents

Closing date for applications: September 12, 2025.

### (2) Selection

Primary screening is conducted at the JICA overseas office after receiving official documents from your government. JICA Center will consult with concerned organizations in Japan in the process of final selection. Applying organizations with the best intentions to utilize the opportunity will be highly valued.

The Government of Japan will examine applicants who belong to the military or other military-related organizations and/or who are enlisted in the military, taking into consideration of their duties, positions in the organization and other relevant information in a comprehensive manner to be consistent with the Development Cooperation Charter of Japan.

### (3) Notice of Acceptance

The JICA office will notify all applicants of the results by email.



JICA Knowledge Co-Creation Program (Group and Region Focus)

Labor Policy of Migrant Workers and Career Development Support for Returnees (To Achieve Economic Growth and Decent Work)



## 5. Conditions for Participation

The participants of KCCP are required

- (1) to strictly observe the course schedule,
- (2) **not to change the air ticket** (and flight class and flight schedule arranged by JICA) and lodging by the participants themselves. If participants change the air tickets, they may be charged for the airfare.
- (3) to understand that leaving Japan during the course period (to return to home country, etc.) is not allowed (except for programs longer than one year),
- (4) not to bring or invite any family members (except for programs longer than one year),
- (5) to carry out such instructions and abide by such conditions as may be stipulated by both the nominating Government and the Japanese Government in respect of the course,
- (6) to observe the rules and regulations of the program implementing partners to provide the program or establishments,
- (7) not to engage in political activities, or any form of employment for profit,
- (8) to discontinue the program, should the participants violate the Japanese laws or JICA's regulations, or the participants commit illegal or immoral conduct, or get critical illness or serious injury and be considered unable to continue the course. The participants shall be responsible for paying any cost for treatment of the said health conditions except for the medical care stipulated in (3) of "3.Expenses", "Administrative Arrangements",
- (9) to return the total amount or a part of the expenditure for the KCCP depending on the severity of such violation, should the participants violate the laws and ordinances,
- (10) not to drive a car or motorbike, regardless of an international driving license possessed,
- (11) to observe the rules and regulations at the place of the participants' accommodation, and
- (12) to refund allowances or other benefits paid by JICA in the case of a change in schedule.

# Administrative Arrangements

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## 1. Organizer (JICA Center in Japan)

- (1) Center: JICA Kansai Center (JICA Kansai)
  - (2) Program Officer: Ms. KONISHI Yoko
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## 2. Implementing Partner

To be determined

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## 3. Travel to Japan

- 1. **Air Ticket:** In principle, JICA will arrange an economy-class round-trip ticket between an international airport designated by JICA and Japan.
  - 2. **Travel Insurance:** Coverage is from time of arrival up to departure in Japan. Thus, traveling to outside Japan (include damaged baggage during the arrival flight to Japan) will not be covered.
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## 4. Accommodation in Japan

Basically, JICA will arrange the following accommodation(s) for the participants in Japan.

JICA Kansai Center (JICA Kansai)–

Address: 1-5-2, Wakinohama-kaigandori, Chuo-ku, Kobe, Hyogo 651-0073, Japan

TEL: +81-78-261-0383/0341 FAX: +81-78-261-0342

(where “81” is the country code for Japan, and “78” is the local area code. Please refer to facility guide of JICA Kansai at its URL.

If there is no vacancy at JICA Kansai, JICA will arrange alternative accommodation(s) for the participants.

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## 5. Expenses



JICA Knowledge Co-Creation Program (Group and Region Focus)

Labor Policy of Migrant Workers and Career Development Support for Returnees (To Achieve Economic Growth and Decent Work)

The following expenses in Japan will be provided by JICA.

- (1) Allowances for meals, living expenses and stopover.
- (2) Expenses for study tours (basically in the form of train tickets).
- (3) Medical care for participants who become ill after arriving in Japan (the costs related to pre-existing illness, pregnancy, or dental treatment are not included).
- (4) Expenses for program implementation, including materials.
- (5) For more details, please see “III. ALLOWANCES” of the brochure for participants titled “KENSU-IN GUIDE BOOK,” which will be given before departure for Japan.

\*Link to JICA HP (English/French/Spanish/Russian):

[https://www.jica.go.jp/english/our\\_work/types\\_of\\_assistance/tech/acceptance/training/index.html](https://www.jica.go.jp/english/our_work/types_of_assistance/tech/acceptance/training/index.html)

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## 6.Pre-departure Orientation

A pre-departure orientation will be held at respective country’s JICA office (or the Japanese Embassy), to provide Participants with details on travel to Japan, conditions of the course, and other matters.

Part I: Knowledge Co-Creation Program and Life in Japan	
English ver.	<a href="https://www.youtube.com/watch?v=SLurfKugrEw">https://www.youtube.com/watch?v=SLurfKugrEw</a>
Part II: Introduction of JICA Centers in Japan	
JICA Kansai	<a href="https://www.jica.go.jp/kansai/english/office/index.html">https://www.jica.go.jp/kansai/english/office/index.html</a>

If the link of these URLs has expired, please access the URL below and search the necessary information from the key word.

<https://www.youtube.com/user/JICAChannel02>

## 7. Other Information

- (1) Participants who have successfully completed the program will be awarded a certificate by JICA.
- (2) Participants are required to bring laptop computers. During the program, participants are required to work on the computers, including preparation of Action Plan(AP), etc. Most of the accommodations have internet access. Also, there is a computer room in JICA Kansai where 6 desk-top computers are available with internet access.
- (3) Allowances, such as for living will be deposited to your temporary bank account (opened by JICA) 2 to 5 days after your arrival in Japan. It is highly advised to bring some cash in order to cover necessary expense for this period.
- (4) It is very important that some of your currency must be exchanged to Japanese Yen at any transit airport or Kansai International Airport (KIX) in Osaka, Japan soon after your arrival. It is quite difficult to exchange money after that, due to limited availability of facility or time during the program.

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## 8. Reference

### PDF: KENSHU-IN GUIDE BOOK

For more detailed terms and conditions

[https://www.jica.go.jp/english/activities/schemes/tech\\_pro/acceptance\\_training/\\_icsFiles/afieldfile/2025/03/21/2025\\_pc\\_en.pdf](https://www.jica.go.jp/english/activities/schemes/tech_pro/acceptance_training/_icsFiles/afieldfile/2025/03/21/2025_pc_en.pdf)

### Video: JICA Predeparture Briefing

For more information on life in Japan and KCCP

<https://www.youtube.com/watch?v=SLurfKugrEw>



### Website: JICA

English/French/Spanish/Russian

[https://www.jica.go.jp/english/our\\_work/types\\_of\\_assistance/tech/acceptance/training/index.html](https://www.jica.go.jp/english/our_work/types_of_assistance/tech/acceptance/training/index.html)



### PDF: Facility Guide for JICA Kansai Center

English/French/Spanish/Russian

[Introduction of JICA Kansai - YouTube](#)



JICA Knowledge Co-Creation Program (Group and Region Focus)

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# For Your Reference

## JICA and Capacity Development

Technical cooperation is people-to-people cooperation that supports partner countries in enhancing their comprehensive capacities to address development challenges by their own efforts. Instead of applying Japanese technology per se to partner countries, JICA's technical cooperation provides solutions that best fit their needs by working with people living there. In the process, consideration is given to factors such as their regional characteristics, historical background, and languages. JICA does not limit its technical cooperation to human resources development; it offers multi-tiered assistance that also involves organizational strengthening, policy formulation, and institution building.

Implementation methods of JICA's technical cooperation can be divided into two approaches. One is overseas cooperation by dispatching experts and volunteers in various development sectors to partner countries; the other is domestic cooperation by inviting participants from developing countries to Japan. The latter method is the Knowledge Co-Creation Program, formerly called Training Program, and it is one of the core programs carried out in Japan. By inviting officials from partner countries and with cooperation from domestic partners, the Knowledge Co-Creation Program provides technical knowledge and practical solutions for development issues in participating countries.

The Knowledge Co-Creation Program (Group & Region Focus) has long occupied an important place in JICA operations. About 400 pre-organized courses cover a wide range of professional fields, ranging from education, health, infrastructure, energy, trade and finance, to agriculture, rural development, gender mainstreaming, and environmental protection. A variety of programs is being customized by the different target organizations to address the specific needs, such as policy-making organizations, service provision organizations, as well as research and academic institutions. Some programs are organized to target a certain group of countries with similar developmental challenges.

## Japanese Development Experience

Japan, as the first non-Western nation to become a developed country, built itself into a country that is free, peaceful, prosperous and democratic while preserving its tradition. Japan will serve as one of the best examples for our partner countries to follow in their own development.

From engineering technology to production management methods, most of the know-how that has enabled Japan to become what it is today has emanated from a process of adoption and adaptation, of course, has been accompanied by countless failures and errors behind the success stories.

Through Japan's progressive adaptation and application of systems, methods and technologies from the West in a way that is suited to its own circumstances, Japan has developed a storehouse of knowledge not found elsewhere from unique systems of organization, administration and personnel management to such social systems as the livelihood improvement approach and governmental organization. It is not easy to apply such experiences to other countries where the circumstances differ, but the experiences can provide ideas and clues useful when devising measures to solve problems.

JICA, therefore, would like to invite as many leaders of partner countries as possible to come and visit us, to mingle with the Japanese people, and witness the advantages as well as the disadvantages of Japanese systems, so that integration of their findings might help them reach their developmental objectives.

This information pertains to one of the JICA Knowledge Co-Creation Programs (Group & Region Focus) of the Japan International Cooperation Agency (JICA) implemented as part of the Official Development Assistance of the Government of Japan based on bilateral agreement between both Governments.



## **Correspondence**

For enquiries and further information, please contact the JICA office or Embassy of Japan.

**Further, address correspondence to:**

### **JICA Kansai Center (JICA Kansai)**

Address: 1-5-2, Wakinohama-kaigandori, Chuo-ku, Kobe, Hyogo 651-0073, Japan

TEL: +81-78-261-0383/0341 FAX: +81-78-261-0342

("81" is the country code for Japan, and "78" is the local area code)