



**REPUBLIK INDONESIA**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE MINISTRY OF INDONESIAN MIGRANT WORKERS  
PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD  
OF THE REPUBLIC OF INDONESIA  
AND  
KAGAWA 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 Kagawa Prefecture of Japan (hereinafter referred to as "Kagawa Prefecture"), 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 Kagawa Prefecture under Specified Skilled Workers mechanism (hereinafter referred to "Indonesian Workers") to ensure the supply of industrial human resources in Kagawa Prefecture;

**REFERRING** to the Memorandum of Cooperation between the Government of the Republic of Indonesia and the Government of Japan on the Basic Framework for Proper Operation of the System Pertaining to Foreign Human Resources with the Status of Residence of "Specified Skilled Worker" signed in Jakarta on 25 June 2019 (hereinafter referred to as the "MoC");

This MoU shall comply with the existing laws and regulations 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 to as "MoU") is to establish a framework of cooperation between both Parties with a view to effectively promoting the development, placement, and acceptance of Indonesian Workers in Kagawa 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 development, placement, and acceptance of Indonesian Workers in Kagawa Prefecture.
2. Both Parties will exchange data and information regularly regarding the development, placement, and acceptance of the Indonesian Workers in Kagawa 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 solutions.

### **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. Details of the activities set out in this MoU will be discussed as necessary.
3. The activities set out in this MoU will be carried out within the budgets of both Parties.
4. For the implementation of cooperative activities, both Parties will conclude individual agreements specifying the details of activities, roles of stakeholders, and other necessary matters.

5. Both Parties will hold regular meetings 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.
6. 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 meetings. Details of the meeting will be mutually agreed between both Parties and communicated through diplomatic channels.

#### **Article 4: Responsibilities of Both Parties**

1. To implement the cooperation under this MoU, the MoIMWP shall:
  - a. support, and facilitate necessary arrangements and infrastructures for Japanese language learning programs and related programs that may be conducted by an organization appointed by Kagawa Prefecture in Indonesia, authorized by the Indonesian Government in accordance with the laws and regulations of the Republic of Indonesia;
  - b. together with Kagawa Prefecture, conduct promotional and information dissemination activities as well as facilitate the identification, selection, and participation of prospective candidates in placement and acceptance of Indonesian Workers to work in Kagawa Prefecture through international exchanges, job fairs, conferences, and other events;
  - c. together with Kagawa Prefecture, coordinate with Indonesian Placement Agency (*Perusahaan Penempatan Pekerja Migran Indonesia-P3MI*) to facilitate the placement and departure of program participants who have successfully completed the training and meet the qualifications and requirements set forth in accordance with applicable laws and regulations; and
  - d. together with Kagawa Prefecture, conduct regular monitoring and evaluation on the implementation of cooperation under this MoU.
2. To implement the cooperation under this MoU, the Kagawa Prefecture shall:
  - a. provide support for Japanese language classes for Indonesian Workers through programs offered by international associations, and/or local

- citizen's groups, within the prefecture;
- b. provide support for Japanese language classes in Indonesia prior to departure for selected Indonesian Workers who are scheduled to work in Kagawa Prefecture;
  - c. provide financial support, including the remuneration of Japanese language instructors, textbooks for participants, and other necessary expenses, to ensure the effective implementation of the classes.
  - d. establish and operate a consultation services desk to provide assistance for Indonesian Workers in need, aiming to ensure a safe and secure working and living environment for Indonesian Workers;
  - e. share information on complaints and similar matters that come to its attention with MoIMWP and Indonesian Mission 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;
  - f. together with MoIMWP conduct promotional and information dissemination activities as well as facilitate the identification, selection, and participation of prospective candidates in placement and acceptance of Indonesian Workers to work in Kagawa Prefecture through international exchanges, job fairs, conferences, and other events;
  - g. together with MoIMWP, coordinate with Indonesian Placement Agency (*Perusahaan Penempatan Pekerja Migran Indonesia-P3MI*) to facilitate the placement and departure of program participants who have successfully completed the training and meet the qualifications and requirements set forth in accordance with applicable laws and regulations; and
  - h. 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 the MoIMWP side shall be the Directorate of Promotion and Overseas Cooperation.
2. The contact point on Kagawa Prefecture shall be Labor Administration Division, Kagawa Prefectural Government.

### **Article 6: Validity Period**

This MoU shall be valid for a five (5) years period from the date of signing and may be renewed upon mutual agreement of both Parties. Either Party wishes to renew this MoU, the said Party shall notify the other Party of its intention to renew this MoU through diplomatic channels 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 channels at least three (3) months before 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.

**IN WITNESS WHEREOF**, the undersigned, have signed this MoU.

Signed in duplicate in Jakarta on 23 January 2026, 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



DWI SETIAWAN SUSANTO  
DIRECTOR GENERAL OF  
PROMOTION AND OVERSEAS  
EMPLOYMENT OPPORTUNITY  
UTILIZATION

FOR THE KAGAWA PREFECTURAL  
GOVERNMENT OF JAPAN



IKEDA TOYOHITO  
GOVERNOR OF KAGAWA  
PREFECTURE