

# Indonesian Nurses Migration Under Bilateral Agreement: Policy Issues and Responses

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The rise of cross-border mobility of nurses has been marked by the creation of unilateral and bilateral agreements among nations. These agreements were intended to establish an ethical framework for the recruitment of professional health workers. Through the Indonesia-Japan Economic Partnership Agreement (IJEPA), Indonesian nurses emigrate to Japan's health care industry. Despite the potential economic benefits from this migration, Indonesia itself is facing a distinct challenge in managing national nursing workforce. This study reviews the different policy approaches to current movement in promoting sustainability, ethical issues and compliance with the WHO global code of practice on the international recruitment of health personnel. Constructive dialogues between Indonesia and Japan by maximizing benefits, improve retention, brain circulation and alignment with WHO Code should be pursued in ongoing discussions. Comprehensive approaches in three different stages of migration, pre-migration, immigration and post-migration stage need integrated management and align it with Indonesia's situation.

Keywords: IJEPA, Indonesian nurses migration, bilateral movement.