As of April, 2026

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FAQ on the Points-Based Preferential Immigration Control and Residency Management Treatment for Highly-Skilled Foreign Professionals (Main Text)

[Points-Based System for Highly-Skilled Professionals]

Question 1: What is the Points-Based System for Highly-Skilled Professionals?

Answer: The Points-Based System for Highly-Skilled Professionals is a points-based system that provides highly-skilled foreign professionals with preferential immigration control and residency management treatment. In other words, it is a system that uses the mechanism of "points" to promote the entry of foreign nationals recognized as "highly-skilled foreign professionals" by giving them preferential treatment in matters of immigration control and residency management.

In Japan, statuses of residence (for work) for foreign nationals who work in Japan are stipulated by the Immigration Control and Refugee Recognition Act under a basic policy of actively accepting foreign-national workers in professional or technical fields. Status of residence for work is classified by type of activity. Status of residence is decided for foreign nationals who meet stipulated conditions. Out of the foreign nationals allowed to enter and stay in Japan with one of those statuses of residence for work, the Points-Based System for Highly-Skilled Professionals provides personnel with outstanding abilities and credentials who are expected to contribute to Japan's economic growth and innovation (in other words, "highly-skilled foreign professionals") with preferential treatment in terms of immigration control and residency management in order to promote their entry.

Question 2: Who is covered by the Points-Based System for Highly-Skilled Professionals?

Answer: As indicated in the answer to Question 1, the Points-Based System for Highly-Skilled Professionals is a system that provides preferential treatment to highly-skilled foreign professionals who can obtain a status of residence for work. Therefore, foreign nationals who cannot obtain a status of residence for work, i.e., those who plan to engage in activities such as so-called unskilled labor that are not eligible for any status of residence for work, and foreign nationals who are eligible for a status of residence for

work but whose academic background, remuneration, etc., do not meet certain standards, do not qualify under the Points System.

Foreign nationals eligible for a status of residence for work are assigned points for their academic background and professional career, annual salary, and so on. If the total points reach a certain score (70) the foreign nationals will be recognized as “highly-skilled foreign professionals”.

Question 3: What are the benefits of being allowed to enter Japan as a highly-skilled foreign professional?

Answer: Under this system, in order to promote the entry of advanced foreign personnel, those recognized as highly-skilled foreign professionals will receive the following preferential immigration control and residency management treatment.

[Highly-Skilled Professionals (i)]

(i) Permission for multiple purposes of activities

For example, a foreign national with a status of residence of “Researcher” would need separate “permission to engage in an activity other than that permitted” in order to apply the findings of research to the operation of a venture company.

In contrast, under this system, highly-skilled foreign professionals are allowed to engage in activities that pertain to multiple statuses of residence without needing to obtain permission to engage in an activity other than that permitted or to change their status of residence.

(ii) Grant of the “5 years” period of stay

There are multiple types of period of stay for each status of residence. Period of stay is determined based on a foreign national's situation and activities during his/ her stay. For highly-skilled foreign professionals, the maximum period of stay permitted by law is uniformly granted. This 5 years period of stay may be extended.

(iii) Relaxation of requirements for grant of the permission for permanent residence concerning the period of stay in Japan

In principle, in order to obtain permission for permanent residence, a foreign national is required to stay in Japan for 10 years or more. However, this period of stay, which

is required for permission for permanent residence, is reduced for highly-skilled foreign professionals to 3 years in cases coming under the following (a) and to 1 year in cases coming under the following (b).

(a) Foreign nationals, who have a total of 70 points or more as a result of the calculation of points at the time of their application for permission for permanent residence, and who come under one of the following:
- A foreign national who has continuously stayed in Japan for 3 years or more as a highly-skilled foreign professional with 70 points or more.
- A foreign national who has continuously stayed in Japan for 3 years or more, and who is deemed to have a total of 70 points or more when calculating with reference to the situation at 3 years before the date of the application for permission for permanent residence.

(b) Foreign nationals, who have a total of 80 points or more as a result of the calculation of points at the time of their application for permission for permanent residence, and who come under one of the following:
- A foreign national who has continuously stayed in Japan for 1 year or more as a highly-skilled foreign professional with 80 points or more.
- A foreign national who has continuously stayed in Japan for 1 year or more, and who is deemed to have a total of 80 points or more when calculating with reference to the situation at 1 year before the date of the application for permission for permanent residence.

(iv) Preferential processing of entry and residence procedures

For highly-skilled foreign professionals, the Ministry of Justice will work to process paperwork for entry (application for the issuance of Certificate of Eligibility) within 10 days of receipt and for the examination of status of residence (application for the extension of period of stay or change of status of residence) within 5 days of receipt.

Note: This does not include cases in which necessary documents are not complete, cases in which there are questions about the content of the application, etc. Also, in such cases as it is necessary to further examine details of paperwork etc., longer processing time may be required beyond those mentioned above. If with regard to

"Highly-Skilled Professional (i)(a)", the content of points for "research achievements" comes under item (a) 4 on the points sheet or with regard to "Highly-Skilled Professional (i)(b)" the content of points comes under item (d) on the points sheet, the application will be evaluated by the Minister of Justice in consultation with the head of the relevant government agency, so priority processing will not be available.

(v) Permission for the spouse of highly-skilled foreign professional to work

When a foreign national staying in Japan under the status of residence of "Spouse" intends to engage in activities covered by other statuses of residence, such as "Instructor," "Engineer," or "Specialist in Humanities/International Services," he/she must satisfy certain requirements with regard to academic background, work experience, and the like, and obtain the relevant status of residence. A spouse of a highly-skilled foreign professional may engage in these activities under the status of residence of "Designated Activities" even if he/she does not have the required academic background or work experience, etc.

Note: The spouse must live with the highly-skilled foreign professional and must be paid remuneration equivalent to that which would be paid to a Japanese national.

(vi) Permission for bringing the parent(s) to accompany the highly-skilled foreign professional to Japan under certain conditions

Under the current system, parents of foreign nationals staying in Japan under a status of residence for employment are not allowed to enter into Japan. However, the parent(s) of a highly-skilled foreign professional or his/her spouse is allowed to enter and stay in Japan subject to conditions detailed below:

(i) where the parent will take care of a child younger than 7 years of age of the highly-skilled foreign professional or his/her spouse; or

(ii) where the parent will take care of a pregnant highly-skilled foreign professional or to a pregnant spouse of a highly skilled foreign professional

Note: Certain conditions must be met, e.g., the parent(s) must live with the highly-skilled foreign professional and the highly-skilled foreign professional must have an annual household income (meaning the total annual salary of the highly-skilled foreign professional and his/her spouse) of at least 8 million yen.

(vii) Permission for a domestic worker to accompany the highly-skilled foreign professional to Japan under certain conditions

Normally only foreign nationals with the status of residence of “Business Manager” or “Legal/Accounting Services” are permitted to employ foreign domestic workers, but with regard to highly-skilled foreign professionals, domestic workers hired in the highly-skilled foreign professional's home country etc. may be brought to Japan, and domestic workers may be hired if the highly-skilled foreign professional has a child under the age of 13.

Note: Certain conditions must be met, such as the highly-skilled foreign professional must have an annual household income of at least 10 million yen, and in case of the highly-skilled foreign professionals intend to accompany the domestic worker employed in the person's home country etc., the domestic worker must have been employed by him or her for at least one year. However, if the highly-skilled foreign professional is engaged in work related to Type Ⅱ Financial Instruments Business, Investment Advisory and Agency Business, or Investment Management Business (hereinafter referred to as “Investment Management business, etc.”) stipulated in the Financial Instruments and Exchange Act (Law No. 25 of 1948), it is not necessary for the highly-skilled foreign professional to meet the requirements such as having plans to leave Japan with the domestic worker or having children under the age of 13.

[Highly-Skilled Professional (ii)]

Foreign nationals with the status of residence of “Highly-Skilled Professional (i), who have been engaging in the activities coming under their status of residence for three years or more, are eligible for the status of residence of “Highly Skilled Professional (ii)”.

(a) A foreign national is able to engage in almost all of the activities coming under any of the statuses of residence for employment in conjunction with the activities coming under “Highly-Skilled Professional (i)”.

Specifically, a foreign national, who is engaging in any one of the activities or multiple activities coming under any of the statuses of residence of “Highly-Skilled Professional (i)” (a), (b) or (c), may also engage in the activities allowed pursuant to the following statuses of residence.

"Professor", "Artist", "Religious Activities", "Journalist", "Legal/Accounting Services", "Medical Services", "Instructor", "Engineer/Specialist in Humanities/International Services", "Entertainer" and "Skilled Labor".

(b) The period of stay is indefinite.

(c) The foreign national is eligible for the preferential treatment given in (iii), (v) and (vii) above.

[Highly-Skilled Foreign Professionals]

○ Common Questions regarding Highly-Skilled Foreign Professionals

Question 4: Are graduates of junior colleges, technical colleges, or upper level courses at vocational schools (technical schools) eligible for points for academic background?

Answer: "University" includes junior colleges. Graduates of technical colleges and upper level courses at vocational schools ("advanced diploma" degrees) are considered "persons who have received the equivalent of a university education or higher" and are eligible for academic history points. However, persons completing courses at vocational schools with the degree of "Diploma" are not eligible

Question 5: Are there any limits on the number of additional points I can get if I have doctor's degrees, master's degrees, or professional degrees in multiple area?

Answer: Regardless of the combination of degrees, additional points will be allowed if it can be confirmed that the degrees were for different majors as shown through the diploma or degree certificate (academic transcript in cases where this cannot be confirmed through the diploma or degree certificate).

Question 6: What is the "professional degree on business management" that is eligible for points in "Highly Skilled Professional(i)(b)" and "Highly Skilled Professional(i)(c)"?

Answer: These are degrees conferred upon the completion of studies in the field of business management at professional graduate schools. MBAs and MOTs are examples. Foreign degrees, such as MBAs obtained overseas, may also be considered advantageous if they are deemed equivalent to professional degrees on business management conferred in Japan.

Question 7: What categories of payment are included in “remuneration”? For example, does overtime payment count as remuneration for point calculation?

Answer: “Remuneration” is “payment in return for the value of certain work performed”. In addition to base pay, it includes diligence allowances and adjustment allowances. It does not include compensation for actual expenses, such as commuting allowances, dependent allowances, and housing allowances (excluding taxable expenses).

Overtime pay is payment in return for the value of certain work performed, but since it is uncertain at the time of entry into Japan how much will be paid, it is not included in the “Remuneration” point calculation. Even when the period of stay is being renewed, the point calculation for “Remuneration” is based on expected annual salary, so past overtime payments are not included.

Question 8: Are bonuses included in “remuneration”?

Answer: “Remuneration” is “payment in return for the value of certain work performed”. So-called bonuses are included in “remuneration”.

Question 9: I receive my remuneration from an overseas company rather than the Japanese company I work for. Does this salary count as remuneration for point calculation purposes?

Answer: Where a foreign national is transferred by a foreign company, etc. to a Japanese company and is paid by said foreign company, such payment counts as remuneration for point calculation purposes (the foreign national needs to prove this).

Question 10: A highly-skilled foreign professional engaged in advanced academic activities entered Japan with an annual salary of 6.5 million yen. His/her salary subsequently fell to 5.5 million yen. This cost him/her 5 points and dropped him/her below 70. Can he/she remain in Japan?

Answer: A total of at least 70 points is required in order to qualify as a highly-skilled foreign professional. Once such a person is residing in Japan, however, it is not necessary that

he/she constantly maintain a score of 70 points or more. Therefore, it is not the case that such a person would have his/her status as a highly-skilled foreign professional immediately revoked if his/her salary fell to 5.5 million yen. However, when the time comes to extend his/her period of stay, if his/her point total is below 70 points, it cannot be extended.

Question 11: A highly-skilled foreign professional engaged in advanced academic activities entered Japan at age 29. He/she subsequently turned 30, costing him/her 5 age points and dropping him/her below 70. Can he/she remain in Japan?

Answer: A total of at least 70 points is required in order to qualify as a highly-skilled foreign professional. Once such a person is residing in Japan, however, it is not necessary that he/she constantly maintain a score of 70 points or more. Therefore, it is not the case that such a person would have his/her status as a highly-skilled foreign professional immediately revoked upon turning 30. However, when the time comes to extend his/her period of stay, if his/her point total is below 70 points, it cannot be extended.

Question 12: What is the baseline for minimum annual salary?

Answer: A total of at least 70 points is required in order for an applicant to qualify as a highly-skilled foreign professional, but with regard to advanced specialized/technical activities (Highly-Skilled Professional (i)(b)) and advanced business management activities (Highly-Skilled Professional (i)(c)), if the foreign national has an annual salary which is below 3 million yen, such foreign national will not be recognized as a highly-skilled foreign professional even where his/her total aggregate score from other items exceeds 70.

Question 13: Small and medium-sized enterprises supported by innovation promotion measures or with experiment and research expenses ratios exceed a certain threshold are eligible for advantageous point calculations. How are these small and medium-sized enterprises defined?

Answer: “Small and medium-sized enterprises” refers to those prescribed under Article 2,

paragraph (1) of the Small and Medium-sized Enterprise Basic Act, and specifically means the following, depending on the type of business, capital size, and regular workforce:

(i) Manufacturing industry, etc.:

A company whose capital or total amount of investment does not exceed 300 million yen, or a company or individual whose regular workforce does not exceed 300 persons

(ii) Wholesale trade industry:

A company whose capital or total amount of investment does not exceed 100 million yen, or a company or individual whose regular workforce does not exceed 100 persons

(iii) Retail trade industry:

A company whose capital or total amount of investment does not exceed 50 million yen, or a company or individual whose regular workforce does not exceed 50 persons

(iv) Service industry:

A company whose capital or total amount of investment does not exceed 50 million yen, or a company or individual whose regular workforce does not exceed 100 persons

Question 14: What constitutes a case in which a person works for a small or medium-sized enterprise with experiment and research expenses is more than 3%?

Answer: Experiment and research expense refers to expenses related to experimentation, research and development. The relevant small and medium-sized enterprises are those with experiment and research expenses which is more than 3% of their total sales or business income for the business year preceding the year containing the application date (when the application date falls within two months of the end of the preceding year, the business year before said preceding year). These enterprises are considered to be research-oriented and are expected to promote innovation, and foreign nationals working for such enterprises are given more advantageous points accordingly.

Question 15: What exactly is “the ability to understand Japanese in everyday situations, and in addition, the ability to understand Japanese in a wide range of settings, including Japanese which uses somewhat complex logic”?

Answer: This refers to the ability to pass the N1 level of the Japanese-Language Proficiency Test (JLPT). This means that those foreign nationals who have passed the N1 level of the JLPT N1 will be eligible for additional points, but there are also qualifications of other Japanese language tests, which will be considered to be of an equivalent level, such as obtaining a score of 480 or more in the BJT Business Japanese Proficiency Test.

Question 16: What exactly is, “the ability to understand Japanese in everyday situations, and in addition, the ability to moderately understand Japanese in a wide range of settings, including Japanese which uses somewhat complex logic”?

Answer: This refers to the ability to pass the N2 level of the Japanese-Language Proficiency Test (JLPT). This means that those foreign nationals who have passed the N2 level of the JLPT N1 will be eligible for additional points, but there are also qualifications of other Japanese language tests, which will be considered to be of an equivalent level, such as obtaining a score of 400 or more in the BJT Business Japanese Proficiency Test.

Please take note that points will not be awarded in duplicate for “a person who has graduated from a university or a person who has completed the course of a graduate school, and has been awarded a degree in Japan” as well as “a person who graduated from a foreign university majoring in Japanese, or a person who is able to prove through a test that he or she possesses the ability to understand Japanese in everyday situations, and in addition, the ability to understand Japanese in a wide range of settings, including Japanese which uses somewhat complex logic”.

Question 17: What exactly are “advanced projects in growth fields”?

Answer: These are projects in growth fields such as IoT and regenerative medicine and are advanced projects with the involvement of the relevant ministries and agencies. Regarding applicable projects, the Minister of Justice shall preliminarily approve them after hearing the opinions of the heads of the relevant ministries and agencies, and

announce them on the website of the Ministry of Justice.

Question 18: What kind of university is the “university specified by the Minister of Justice in a public notice”?

Answer: The following universities will apply. Please check the website of the Ministry of Justice for a detailed list of universities.

In addition, although duplicate points are not allowed for I, II or III, duplicate points may be awarded in relation to “a person who has graduated from a university or a person who has completed the course of a graduate school, and has been awarded a degree in Japan”.

Ⅰ Foreign universities ranked in the top 300 in at least two of the following university rankings or Japanese universities ranked in one of them

(1) QS World University Rankings (QS Quacquarelli Symonds Limited (UK))

(2) THE World University Rankings (Times (UK))

(3) Academic Ranking of World Universities (Shanghai Ranking Consultancy (China))

Ⅱ Universities receiving subsidies through the Top Global Universities Project implemented by the Ministry of Education, Culture, Sports, Science and Technology

Ⅲ Universities designated as “partner schools” in the Innovative Asia Project implemented by the Ministry of Foreign Affairs

Question 19: What exactly is kind of training, which is “the training specified by the Minister of Justice in a public notice”?

Answer: Training of one year or more as part of the Ministry of Foreign Affairs’ “Innovative Asia” project conducted by the Japan International Cooperation Agency (JICA), as entrusted by the Ministry of Foreign Affairs. If you submit a certificate of completion of training to show the training has been completed, there is no need to submit materials on your academic background, but if you wish to obtain additional points for your employment history, you will have to additionally submit materials showing your employment history.

Please take note that if you have participated in training, which was conducted using university or graduate school classes in Japan, duplicate points, which are awarded to

those who have “graduated from a university or completed the course of a graduate school, and have been awarded a degree in Japan”, will not be awarded.

○ Advanced Academic Research Activities “Highly-Skilled Professional (i)(a)”

Question 20: What kinds of activities are highly-skilled foreign professionals engaged in advanced academic research activities allowed to perform?

Answer: Based on contracts with public or private organization in Japan, educational activities at a university or other educational institution and research activities in the research labs of private-sector firms are permitted. In addition, starting and operating businesses utilizing the results of education and research is permitted in conjunction with those activities.

Question 21: What are “databases of academic papers”?

Answer: “Databases of academic papers” are services by private-sector firms, etc. that collect and provide information on research papers published worldwide. In concrete terms, they include databases of academic papers provided by Clarivate Analytics (former Thomson Reuters) and Elsevier.

The Immigration Services Agency checks papers cited as “research achievements” using Elsevier's “Scopus”, Clarivate Analytics’s “Web of Science” and NLM’s “PubMed”.

○ Advanced Specialized/Technical Activities “Highly-Skilled Professional (i)(b)”

Question 22: What kinds of activities are highly-skilled foreign professionals engaged in advanced specialized/technical activities allowed to perform?

Answer: Based on contracts with public or private organization in Japan, work requiring specialized knowledge or techniques in the natural sciences or the humanities is permitted. For example, a highly-skilled foreign professional may engage in business planning, such as sales promotion activities, while pursuing product development as an engineer at the company he/she works for. In addition, starting and operating related businesses in conjunction with those activities is permitted.

Question 23: What kinds of national licenses are given points with regard to advanced specialized/technical activities?

Answer: Of national licenses in Japan, those considered exclusive in practice and in name are eligible for points. These national licenses are not given simply for achieving a certain level of knowledge and skills on an examination. They differ from other qualifications in that they have legal standing. Without them, no one can carry out the work associated with them, and/or no one is permitted to call themselves by the associated titles. They include attorneys, physicians, certified public accountants, engineers, and certified measurers.

In addition, the information processing technology examination and license specified in the so-called IT Notice (formally, the Technology for the Ministerial Ordinance Setting Standards for the Immigration Control and Refugee Recognition Act Article 7 Paragraph 1 Item (ii) and Matters Related to Exceptions to Standards for the Status of Residence of Designated Activities [Ministry of Justice Notice No. 437 of 2013]) are eligible.

Question 24: When a foreign national engaged in advanced specialized/technical activities in Japan has been promoted to director within a single company, does he/she need to obtain permission to change his/her status of residence?

Answer: When a foreign national engaged in advanced specialized/technical activities as an employee has been promoted within a single company to a position as a so-called executive officer, his/her activities after appointment to the post will fall under the category of advanced business management activities. Even if the relationship between the company and the person has ceased to be regulated by an employment agreement, so long as the new work he/she is assigned under the contract concluded as an executive officer requires professional knowledge or techniques in the natural sciences or the humanities, his/her activities in relation to the new work will continue to fall under the category of advanced specialized/technical activities. Therefore, in such a case, the relevant person may obtain permission to change his/her status of residence – e.g., from a status of residence permitting “advanced specialized/technical activities” to a status of residence permitting “advanced business management activities” – but is not required to

do so.

○ Advanced Business Management Activities “Highly-Skilled Professional (i)(c)”

Question 25: What kinds of activities are highly-skilled foreign professionals engaged in advanced business management activities allowed to perform?

Answer: Operation of companies and management of legal and auditing offices, etc., are permitted. In addition, starting and operating related businesses in conjunction with those activities is permitted.

Question 26: Are only executives of large firms approved as highly-skilled foreign professionals engaged in advanced business management activities?

Answer: Advanced business management activities refer to a person making important decisions regarding company's operations, carrying out work, performing supervisory work as an officer of the company, managing a department or larger section of a company as a manger, or otherwise performing business management activities. The size of the company and whether the person is an executive is not a direct condition.

○ “Highly-Skilled Professional (ii)”

Question 27: What are the requirements which have to be met in order for a foreign national to be eligible to change their status of residence to that of “Highly-Skilled Professional (ii))?

Answer: All of the following requirements must be met.

(i) The activities in which the foreign national wishes to engage must come under at least of the activities out of the three activity categories (a), (b), or (c).

(ii) The foreign national must have the status of residence of “Highly-Skilled Professional (i)” and have been engaging in the activities coming under this status of residence in Japan for three years or more.

(iii) The total number of points for academic background and annual income, etc. must come to 70 points or more.

(iv) The foreign national’s behavior and conduct must have been good.

(v) The foreign national's residence in Japan is deemed to conform to the interests of Japan.

(vi) The activities in which the foreign national intends to engage in Japan have not been deemed to be inappropriate in view of the impact of the activities on Japanese industries and people's lives.

[Accompanying Family Members and Domestic Workers]

Question 28: Can the families of a foreign national admitted into Japan as a highly-skilled foreign professional accompany him/her?

Answer: In addition to the dependent spouse and children of a foreign national admitted into Japan as a highly-skilled foreign professional, the spouse of a highly-skilled foreign professional who wants to work in Japan and the parent(s) of a highly-skilled foreign professional or his/her spouse who will provide childcare for a child under the age of seven of the highly-skilled foreign professional or his/her spouse or who will provide care to the pregnant highly-skilled foreign professional or the pregnant spouse of the highly-skilled foreign professional can accompany the highly-skilled foreign professional to Japan if they meet certain conditions.

Question 29: If I am admitted into Japan as a highly-skilled foreign professional, can I bring with me a domestic worker whom I have been employing in my home country?

Answer: Domestic workers employed by a highly-skilled foreign professional in the personnel's home country can accompany him/her to Japan if they meet certain conditions.

Question 30: Can I be admitted into Japan first as a highly-skilled foreign professional and send for my family and/or domestic workers later?

Answer: As with family members that accompany him/her, a highly-skilled foreign professional may come to Japan first and then send for his/her spouse, children, and parent(s) of the highly-skilled foreign professional or his/her spouse who will provide childcare for a child under the age of 7of the highly-skilled foreign professional or his/her spouse or who will provide care to the pregnant highly-skilled foreign professional or the pregnant spouse of the highly-skilled foreign professional if they

meet certain conditions.

If a domestic worker is hired because a highly-skilled foreign professional has a child under the age of 13, because his/her spouse is unable to carry out normal daily housework due to illness or his/her own work, etc. or because a highly-skilled foreign professional is engaged in work related to Investment Management business, etc., the domestic worker may be sent for later. If a domestic worker has been in the employ of the highly-skilled foreign professional in his/her home country etc. for at least one year, then the above conditions need not be met, but the domestic worker must enter Japan together with the highly-skilled foreign professional. In the latter case, the highly-skilled foreign professional cannot enter Japan first and then send for the domestic worker. In any case, certain conditions regarding remuneration and so on must be met (see Question 29 below).

Question 31: Can I bring my parent(s) for the purpose of having them provide childcare for my adopted child? Can I bring my non-biological parent(s)?

Answer: Adopted children under the age of 7are covered under this system. Therefore, a highly-skilled foreign professional may bring his/her parent(s) or his/her spouse's parent(s) for the purpose of having them provide childcare for his/her adopted child. A highly-skilled foreign professional may bring his/her non-biological parent(s) or his/her spouse's non-biological parent(s) for the purpose of having them provide childcare for his/her child or care for the pregnant highly-skilled foreign professional or the highly-skilled foreign professional’s pregnant spouse.

Question 32: Can the spouses of highly-skilled foreign professionals work in Japan?

Answer: The following methods are available to enable the spouses of highly-skilled foreign professionals to work in Japan.

(i) Enter Japan as the dependent spouse of a highly skilled foreign professional and then obtain permission to engage in an activity other than that permitted

A person who has entered Japan as the dependent spouse of a highly-skilled foreign professional is not permitted to work without permission. He/she must obtain “permission to engage in an activity other than that permitted”. He/she may then

work within the scope of that permission. The procedures for obtaining permission to engage in an activity other than that permitted are the same as those for staying in Japan with the "Dependent" status of residence (blanket permission for up to 28 hours of work per week (excluding work in the entertainment and amusement business)).

The same applies to the dependent children of a highly-skilled foreign professional.

(ii) Enter Japan as the working spouse of a highly-skilled foreign professional

One of the preferential treatments for highly-skilled foreign professionals under this system is that their spouses are permitted to engage in work activities pertaining to the status of residence of "Researcher", "Instructor", "Engineer", "Specialist in Humanities/International Services", or "Entertainer" (entertainment activities other than activities related to theatrical performances and other types of performances) if they meet certain conditions. Apart from permission to engage in an activity other than that permitted, there are no time restrictions, (e.g. up to 28 hours a week); the relevant person may work full time.

(iii) Enter Japan after obtaining a status of residence for work

Rather than entering Japan based on his/her spousal relationship to a highly-skilled foreign professional, a spouse may obtain his/her own status of residence permitting entry into Japan and work (such as "Instructor", "Engineer", and "Specialist in Humanities / International Services") and engage in work pertaining to that status of residence.

Question 33: If a working spouse living with a highly-skilled foreign professional separates from that person, can the spouse continue to work?

Answer: In order to obtain permission to work as the spouse of a highly-skilled foreign professional, the spouse must be living with the highly-skilled foreign professional. Furthermore, they must continue living together while in Japan. If the spouse separates from the highly-skilled foreign professional, the permitted work activities are no longer allowed (if the spouse continues working, this could be considered engaging in activity outside the scope permitted, and can result in penalties and/or deportation).

Question 34: Conditions for a highly-skilled foreign professional to bring (or send for) parent(s) include annual household income of at least 8 million yen. To employ a domestic worker, the highly-skilled foreign professional's annual household income must be at least 10 million yen (30 million yen if the highly-skilled foreign professional employs 2 domestic workers). What is included in annual household income? Can this include my spouse's salary?

Answer: "Household annual income" means the total annual remuneration received by a highly-skilled foreign professional and his/her spouse.

"Remuneration" is "payment in return for the value of certain work performed". In addition to base pay, it includes diligence allowances and adjustment allowances. It does not include compensation for actual expenses, such as commuting allowances, dependent allowances, and housing allowances (excluding taxable expenses).

Generally, annual household income is the aggregate of the annual amount of money received from the entity with which the highly-skilled foreign professional is affiliated and for which he/she engages in the activities of a highly-skilled foreign professional (ordinarily (i) an employer in the case of advanced academic research activities or advanced specialized/technical activities; (ii) the company he/she manages in the case of advanced business management activities, and (iii) the company, etc. located overseas where the highly skilled foreign professional is transferred by a foreign company, etc. to a company in Japan and is paid by said foreign company) and the annual amount of salary received by his/her spouse when obtaining status of residence for work and working in Japan. Therefore, income from sources such as increases in the value of personally held stock do not fall under the category of "remuneration" and are not included.

Question 35: Conditions for employing a domestic worker include annual household income of at least 10 million yen. If my household income drops below 10 million yen, will my domestic worker have to leave Japan?

Answer: In order to be permitted to reside in Japan as the domestic worker of a highly-skilled foreign professional, the employing highly-skilled foreign professional must have an

annual household income of at least 10 million yen. After receiving permission as a domestic worker, if the employer's annual household income falls below 10 million yen during the stay in Japan, permission to stay in Japan is not immediately revoked. However, when the time comes to extend the domestic worker's period of stay, if the employer's annual household income is less than 10 million yen, the period of stay cannot be extended.

The same applies when the employing highly-skilled foreign professional is engaged in work related to Investment Management Business, etc., and the employer attempting to hire a domestic worker other than the one who already has permission meets the annual household income requirement (30 million yen or more).

Question 36: Can the annual household income required to bring parent(s) or to employ a domestic worker include the salary of the parent(s) or other cohabitant(s), if any?

Answer: The salary of the parent(s) or other cohabitant(s) is not included.

Question 37: I entered Japan as a domestic worker as specified in Item 2 of the Public Notice on Designated Activities. My employer's child was under 13 when I entered the country. When the child turns 13, will I still be allowed to remain in Japan?

Answer: A domestic worker’s permission to stay is not immediately revoked when the employer’s child turns 13. Moreover, even in cases where the employer’s child has reached the age of 13 at the time of the domestic worker applying for permission for extension of the period of stay, if the domestic worker is employed by the same employer, the contents of the activities being performed in Japan will not be considered to have changed, and therefore it will be possible for the domestic worker to extend his/her period of stay. However, in cases where there has been a change in the employer, and if, at the time of the domestic worker extending his/her period of stay based on a contract with the new employer, such employer does not have a child under the age of 13 nor a spouse unable to carry out normal daily housework due to illness, etc., the period of stay cannot be extended.

Question 38: If parent(s) of a highly-skilled foreign professional living with him/her begins

living separately, can the parent remain in Japan?

Answer: In order to reside in Japan as the parent(s) of a highly-skilled foreign professional who provides childcare for a child of the highly-skilled foreign professional or his/her spouse or care for a pregnant highly-skilled foreign professional or the pregnant spouse of a highly-skilled foreign professional, the parent(s) must live with the highly-skilled foreign professional. Furthermore, they must continue living together while in Japan. If the parent(s) and the highly-skilled foreign professional begin living separately, the permitted childcare activities, etc. will no longer be allowed. Even in that case, however, status of residence will not be immediately and necessarily revoked, but extension of the period of stay will not be permitted.

Question 39: I applied to extend my period of stay as a highly-skilled foreign professional, but failed as my total score fell below 70 points. Therefore, I had my status of residence changed to a different status of residence for work. Will the domestic worker I employ be allowed to remain in Japan?

Answer: In principle, he/she will not be allowed to remain. Domestic workers of highly-skilled foreign professionals are permitted only as part of the special incentives for highly-skilled foreign professionals, so if the employer loses that status, the domestic worker will no longer be permitted to stay. However, if the employer's status of residence changes to “Business Manager” or “Legal/Accounting Services”, and the conditions in Appended Table 2 of the Public Notice on Designated Activities are met, then the domestic worker can be permitted to remain in his/her employ in Japan.

Question 40: If the child of a highly-skilled foreign professional or his/her spouse turns 7, can the parent(s) of the highly-skilled foreign professional who came to assist with childcare remain in Japan?

Answer: They cannot remain in Japan. Parents of highly-skilled foreign professional or their spouses are permitted to stay in Japan while providing childcare for a child under the age of 7 of the highly-skilled foreign professional or his/her spouse and while providing care to a pregnant highly-skilled foreign professional or the pregnant spouse of a highly-skilled foreign professional. The parent(s)’ status of residence will not be immediately

and necessarily revoked even when the child of the highly-skilled foreign professional or his/her spouse turns 7, but the parent(s) will not be permitted to extend the period of stay.

Question 41: If a foreign national who has continuously stayed in Japan for 1 year or more as a highly-skilled foreign professional with 80 points or more is granted permission for permanent residence, will his or her spouse and children also be granted permission for permanent residence at the same time?

Answer: Only highly-skilled foreign professionals are eligible to be granted permission for permanent residence after the minimum period of stay of 1 year. The dependents such as spouses and children do not receive preferential treatment concerning their period of stay.

[Procedures]

Question 42: What is the procedure for entering Japan as a highly-skilled foreign professional?

Answer: In order to enter Japan as a highly-skilled foreign professional, one must first apply for a Certificate of Eligibility for one of the statuses of residence of "Highly-Skilled Professional (i)" (a), (b), or (c).

When applying for a Certificate of Eligibility, the foreign national must submit a self-tallied "Point Statement". The applicant shall calculate his/her own points based on the publicly available points sheet. If he/she has a passing score (70 points), then he/she shall submit a Point Statement accompanied by explanatory documents.

If examination of the application finds entry with a status of residence for work possible and the point total is confirmed as passing, a Certificate of Eligibility with a notation of one of the statuses of residence of "Highly-Skilled Professional (i)" (a), (b) or (c) will be granted.

The person then attaches the Certificate of Eligibility to his/her application for a visa, which is submitted to a Japanese diplomatic mission abroad. If a visa is issued, the person brings it and the Certificate of Eligibility and applies to land in Japan.

Question 43: If a foreign national attempting to enter into Japan as a highly-skilled foreign professional applies for a visa at a Japanese diplomatic mission abroad without presenting his/her Certificate of Eligibility, will he/she be issued a visa?

Answer: Even though a person has obtained a Certificate of Eligibility recognizing him/her as a highly-skilled foreign professional, if he/she does not present it when applying for a visa at a Japanese diplomatic mission abroad, he/she will not be granted a visa as a highly-skilled foreign professional.

Question 44: What documents must be submitted in order to apply for a Certificate of Eligibility for entering into Japan as a highly-skilled foreign professional?

Answer: When applying for a Certificate of Eligibility, submit the proper application for status of residence according to the type of activities you wish to perform, plus the following documents.

(i) Documents listed in Appended Table 3 of the Ordinance for Enforcement of the Immigration Control and Refugee Recognition Act for that status of residence

(Documents proving content of activities, period, position, and remuneration; documents proving academic and employment histories; materials making clear the business of the inviting organization; etc.)

(ii) Point Statement

(iii) Explanatory documents for each category in the point calculation

Documents proving academic degree(s), documents proving annual salary, documents proving research achievement (patent certificates, materials proving participation in research receiving competitive grants from non-Japanese governments at least three times, materials proving at least three publications in journals registered with databases of academic papers, etc.), Japanese national certifications related to the work to be performed, etc.

Note 1: Not every relevant explanatory document for every category need be submitted; submission of documentation proving a point total of at least 70 is sufficient.

Note 2: Regarding research performance, the Immigration Services Agency uses Elsevier's SciVerse Scopus and NLM's PubMed database of academic papers to confirm journal publications.

Question 45: What documents must be submitted in order to receive a Certificate of Eligibility for entering into Japan as a family member of a Highly-Skilled Foreign Professional?

Answer: The following documents must be submitted.

(1) Dependent spouse and children of a highly-skilled foreign professional

(i) Application for Certificate of Eligibility with the status of residence "Dependent"

(ii) Documents listed in Appended Table 3 of the Ordinance for Enforcement of the Immigration Control and Refugee Recognition Act for the status of residence "Dependent"

(Documents proving the relationship to the highly-skilled foreign professional, copy of the highly-skilled foreign professional's resident card or passport, documents proving the highly-skilled foreign professional's occupation and salary)

(2) Working spouse of a highly-skilled foreign professional

(i) Application for Certificate of Eligibility for the status of residence (Instructor, Researcher, Engineer/Specialist in Humanities/International Services, Entertainer) that accords with the activities he/she wishes to engage in

(ii) Documents listed in Appended Table 3 of the Ordinance for Enforcement of the Immigration Control and Refugee Recognition Act for that status of residence

(Documents proving content of activities, period, position, and remuneration; materials making clear the business of the inviting organization; etc.)

(iii) Documents proving the relationship to the highly-skilled foreign professional and a copy of the highly-skilled foreign professional's resident card or passport

(3) Parent(s) of a highly-skilled foreign professional or his/her spouse who will provide childcare for a child under the age of 7 of the highly-skilled foreign professional or his/her spouse or care to the pregnant highly-skilled foreign professional or to the pregnant spouse of the highly-skilled foreign professional

(i) Application for Certificate of Eligibility with the status of residence of "Designated Activities"

(ii) Documents proving the relationship to the highly-skilled foreign professional or his/her spouse

(iii) Documents proving the annual household income of the highly-skilled foreign professional

(iv) (For providing childcare)

・Documents proving that the child the parent(s) are raising is a child of the highly-skilled foreign professional or the spouse

・Copy of the residence card or passport of the highly-skilled foreign professional and the child

(v) (For providing care to a pregnant highly-skilled foreign professional or a pregnant spouse of a highly-skilled foreign professional)

・Copy of the resident card or passport of the pregnant highly-skilled foreign professional or the pregnant spouse of the highly-skilled foreign professional

・Documents proving that the relevant person is pregnant

Question 46: What documents must be submitted in order to receive a Certificate of Eligibility for entering into Japan as a domestic worker of a highly-skilled foreign professional?

Answer: The following documents must be submitted.

(1) Domestic workers, in other words, foreign nationals as specified in Item 2-2 of the Public Notice on Designated Activities (domestic workers brought to Japan by a highly-skilled foreign professional because of ongoing employment in home country, etc.)

(i) Application for Certificate of Eligibility with the status of residence of "Designated Activities"

(ii) Documents proving content of activities, period, position, and remuneration

(iii) Copy of the Certificate of Eligibility of the highly-skilled foreign professional or a copy of the receipt for an application for a Certificate of Eligibility (not required

if applying at the same time as the highly-skilled foreign professional)

(iv) Documents proving the annual household income of the highly-skilled foreign professional

(v) Document stating that the highly-skilled foreign professional does not employ any domestic worker but the applicant

(vi) Documents proving that the applicant can carry on an ordinary conversation in a language used by the highly-skilled foreign professional

(vii) Copy of an employment contract (see Note) or document proving understanding of work conditions

Note: Use a model contract created by the Ministry of Health, Labour and Welfare.

(viii) Document promising that when the highly-skilled foreign professional leaves Japan, the applicant will accompany him/her at the person's expense (not required if already specified in the employment contract)

(ix) Documents proving that the applicant has been continuously employed by the highly-skilled foreign professional for at least 1 year up to the date of the landing examination (copy of employment contract, etc.)

(2) Domestic workers (domestic workers employed by a highly-skilled foreign professional because, for example, he/she has a child under the age of 13) as specified in Item 2 of the Public Notice on Designated Activities (Item 2 (g) of the Public Notice on Landing of Highly-Skilled Professionals in cases of employment by a highly-skilled foreign national who entered Japan on or before March 31, 2014)

(i) Application for Certificate of Eligibility with the status of residence “Designated Activities”

(ii) Documents proving content of activities, period, position, and remuneration

(iii) If entering Japan at the same time as the highly-skilled foreign professional, copy of the Certificate of Eligibility of the highly-skilled foreign professional or a copy of the receipt for an application for a Certificate of Eligibility (not required if applying at the same time as the highly-skilled foreign professional)

(iv) If sent for by the highly-skilled foreign professional, a copy of the highly-skilled foreign professional's residence card or passport

(v) Documents proving the annual household income of the highly-skilled foreign professional

(vi) Document stating that the highly-skilled foreign professional does not employ any domestic worker but the applicant

(vii) Documents proving that the applicant can carry on an ordinary conversation in a language used by the highly-skilled foreign professional

(viii) Copy of an employment contract (see Note) or document proving understanding of work conditions

Note: Use a model contract created by the Ministry of Health, Labour and Welfare.

(ix) Documents proving that the highly-skilled foreign professional has a child under the age of 13, or his/her spouse is unable to carry out normal daily housework due to illness, etc.

(3) Domestic workers (domestic workers employed by a highly-skilled foreign professional engaged in work related to Investment Management Business, etc., as specified in Item 2-3 of the Public Notice on Designated Activities)

(i) Application for Certificate of Eligibility with the status of residence “Designated Activities”

(ii) Documents proving content of activities, period, position, and remuneration

(iii) If entering Japan at the same time as the highly-skilled foreign professional, copy of the Certificate of Eligibility of the highly-skilled foreign professional or a copy of the receipt for an application for a Certificate of Eligibility (not required if applying at the same time as the highly-skilled foreign professional)

(iv) If sent for by the highly-skilled foreign professional, a copy of the highly-skilled foreign professional's residence card or passport

(v) Documents proving the annual household income of the highly-skilled foreign professional

(vi) Document stating that the highly-skilled foreign professional does not employ any domestic worker but the applicant or document stating that the highly-skilled foreign professional employs only one other domestic worker besides the applicant when the highly-skilled foreign professional has an annual household income of

30 million yen or more

(vii) Documents proving that the applicant can carry on an ordinary conversation in a language used by the highly-skilled foreign professional

(viii) Copy of an employment contract (see Note) or document proving understanding of work conditions

Note: Use a model contract created by the Ministry of Health, Labour and Welfare.

(ix) Copy of a registered notice of the institution employing the highly-skilled foreign professional regarding Type Ⅱ Financial Instruments Business as stipulated in Article 28, Paragraph 2 of the Financial Instruments and Exchange Act, Investment Advisory and Agency Business stipulated in Paragraph 3 of the same article or Investment Management Business stipulated in Paragraph 4 of the same article

(x)Documents explaining that the employer, a highly-skilled foreign professional, will be engaged in any of the work listed in (ix) above (reference format)

Question 47: I am currently residing in Japan with a status of residence other than that of "Highly-Skilled Professional". Can I have my status of residence changed to that for highly-skilled foreign professionals?

Answer: A foreign national already residing in Japan, with a status of residence which is not that of a highly-skilled foreign professional, is able to apply to change his/her status of residence to any of "Highly-Skilled Professional" (a), (b), or (c). Examination of his/her application will determine whether his/her work pertains to the activities of highly-skilled foreign professionals, whether the point calculation reaches a passing score (70 points), and if there have been any problems during his/her stay in Japan. If all those conditions are met, permission to change a status of residence may be granted.

Question 48: If a highly-skilled foreign professional, who currently has the status of residence of "Designated Activities", wishes to apply for the status of residence of "Highly-Skilled Professional (ii)", is he/she first required to change his/her status of residence to "Highly-Skilled Professional (i)" and then reside in Japan for three years before being able to apply?

Answer: A foreign national who has been residing in Japan as a highly-skilled foreign professional under the status of residence of “Designated Activities” and has been engaging in the activities coming under the status of residence for three years or more, may apply to change his/her status of residence directly to “Highly-Skilled Professional (ii)”.

Question 49: I am currently residing in Japan with a status of residence of “Highly-Skilled Professional (i)” and will change jobs. Are there any necessary procedures?

Answer: For those residing in Japan with the residence status of "Highly-Skilled Professional (i)," the public and private institutions in Japan that can carry out the activities are designated. So even if you continue to reside as a Highly-Skilled Professional (i), you will need to apply for a change of status of residence if your public or private institution in Japan changes due to job change, etc.

Also, you will need to submit a notification relating to the institution to the provision of Article 19-16.

Question 50: I am currently residing in Japan with a status of residence of “Highly-Skilled Professional (i)”by the Points-Based system for Highly-Skilled Foreign Professionals. Can I receive the preferential treatment as “Special Highly-Skilled Professional”?

Answer: In case of the timing to renew your period of stay, you will be able to receive the preferential treatment if you submit proof of your status as a Special Highly-Skilled Professional (*) with your application for extension of period of stay and you are recognized as eligible for the Special Highly-Skilled Professional System. If this is not the case, you will be able to receive the preferential treatment if you submit proof of your status as a Special Highly-Skilled Professional when applying for a Certificate of Employment Eligibility and you are recognized as eligible for the Special Highly-Skilled Professional System.

(*)About Japan System for Special Highly-Skilled Professionals (J-Skip), please check this out.

https://www.moj.go.jp/isa/applications/resources/nyuukokukanri01_00009.html