

**Comprehensive Measures for Acceptance and
Coexistence of Foreign Nationals
(FY2025 revised)**

June 6, 2025

Ministerial Conference on Acceptance and
Coexistence of Foreign Nationals

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I. Basic Concept

In recent years, the number of foreign nationals visiting Japan has been on an upward trend. The number of foreign nationals entering Japan in 2024 reached a record high at around 36.78 million increasing by approximately 10.95 million compared to the previous year.

In addition, the number of foreign nationals residing in Japan surpassed that record with approximately 3.77 million as of the end of 2024.

The number of foreign nationals employed in Japan was approximately 2.30 million as of October 2024, also a record high, and is expected to continue to increase in the future. Therefore, the entire government must continue to make efforts to properly accept foreign personnel and prepare welcoming environments for foreign personnel.

The Japanese government formulated the “Comprehensive Measures for Acceptance and Coexistence of Foreign nationals” (hereinafter referred to as “Comprehensive Measures”), in December 2018 from the perspective of more strongly and comprehensively promoting the measures for acceptance and coexistence of foreign nationals, and thereafter, while adding necessary measures in response to changing circumstances, the Government has promoted initiatives to realize a Society of Harmonious Coexistence with foreign nationals.

In addition, the Japanese government has also formulated the Roadmap for the Realization of a society of Harmonious Coexistence with foreign nationals (adopted by the Ministerial Conference on Acceptance and Coexistence of Foreign Nationals on June 14, 2022, hereinafter referred to as the “Roadmap”) to set out the visions for a society of harmonious coexistence with foreign nationals, as well as the medium- to long-term issues to be addressed and specific measures, and the Government has come together and decided to further promote the development of an environment for the realization of a society of harmonious coexistence with foreign nationals. In order to ensure that these measures are implemented consistently, continuing from FY2023 and FY2024, we have tracked the progress through annual assessment while interviewing experts, and based on a review of the measures, we have formulated the Roadmap (FY2025 partly changed) (Ministerial Conference decision on June 6, 2025).

The Comprehensive Measures have been revised six times so far, and in June 2024, we revised them based on the content of the Roadmap from the perspective of providing an even better environment for accepting foreign nationals, and promoted the related initiatives. This time, the Comprehensive Measures (FY2025 revised) were revised based on the content written in the Roadmap (FY2025 partly changed) as well as the perspective of providing an even better environment for accepting foreign nationals.

In order to achieve the purpose of contributing to the realization of a society where Japanese nationals and foreign nationals are able to live safely and comfortably together through the proper acceptance of foreign nationals and to realize a society of harmonious coexistence, the Comprehensive Measures has been meant to indicate the direction to be aimed for in relation to the acceptance and

harmonious coexistence of foreign nationals. While this purpose remains the same, the establishment of the Roadmap has resulted in some changes; the latest version of the Comprehensive Measures sets out annual schedules for the measures included in the Roadmap, while presenting measures that need not necessarily be taken on a medium- to long-term basis and thus are not included in the Roadmap but that should be implemented by the government to realize a society of harmonious coexistence.

Aiming to realize a society of harmonious coexistence where Japanese and foreign nationals mutually respect and can live safely and comfortably, the government will improve an environment that will make Japan an attractive country to work by, for example, enabling foreign nationals to work actively in Japan while advancing their careers. Additionally, the position of the government is, from the perspective of accepting foreign nationals as members of society without isolating any of the foreign nationals with residence status, including refugees, the persons under complementary protection and third-country resettled refugees, to fully develop the establishment of an environment where foreign nationals will be able to enjoy the same public services and live without undue anxiety just as Japanese nationals do.

In order to improve this environment, it is crucial to note that it is important that not only should the Japanese nationals on the receiving side strive to understand and cooperate for the realization of a society of harmonious coexistence, but also the foreign nationals on the received side should also endeavor to understand the principle of harmonious coexistence, strive to understand Japanese culture, customs and language, and take responsible actions based on an understanding of Japanese rules and systems.

With the likelihood of an increase in the number of foreign residents in Japan, the government, under the comprehensive coordination of the Ministry of Justice, will continue to steadily advance the necessary measures to realize a society of harmonious coexistence with foreign nationals with a sense of urgency.

Naturally, the situation concerning coexistence with foreign nationals is constantly changing, and therefore, this means that it is not enough to simply implement the measures which are included in the Comprehensive Measures. While listening to the opinions of Japanese and foreign nationals, government-wide efforts will continue to be made to realize a society of harmonious coexistence by monitoring the implementation status of the Roadmap each year and regularly following up on the Comprehensive Measures.

II. Measures

1. Initiatives such as Japanese language education for smooth communication and participation in society

(1) Current situation and issues

A. Provision of Japanese language education and other opportunities

- As of November 2023, about 140,000 foreign residents were living in municipalities in which no Japanese language classes were provided, which means that they were not given adequate opportunity to receive Japanese language education. In fact, it is difficult for many

municipalities to implement Japanese language education due to their lack of know-how and personnel required to provide Japanese language classes. Consequently, no Japanese language classes are given in about 39% of Japanese municipalities.

- In order for foreign nationals to access information necessary for living in Japan and live safely and comfortably, it is important to not only have Japanese language skills but also be familiar with our customs, social systems, etc.

The national and local governments are working to educate foreign nationals on social rules and systems. Meanwhile, some local governments do not provide the daily life orientation or its contents may vary by region, possibly resulting in varying levels of knowledge of Japanese customs and social systems.

- According to a 2023 survey, about 69,000 pupils and students in Japanese public schools are in need of Japanese language teaching. The number has increased 1.9 times over the past 10 years, while various efforts have been made to provide these pupils and students with appropriate educational opportunities, for example giving them special personalized guidance, including Japanese language instruction. In high schools, it has been possible since FY2023 to provide Japanese language instruction consisting of a “Special Education Curriculum.”
- Since FY2014, Japanese elementary and junior high schools have been allowed to compile special curriculums to implement Japanese language teaching. However, while about 90% of pupils and students in need are given special consideration, such as Japanese language teaching, only 70% are taught Japanese as part of those special curriculums (as of FY2023). There is a need to further increase Japanese language learning opportunities for pupils and students who are in need of Japanese language teaching, so that they can receive structured Japanese language education in their schools.

B. Structured Japanese language learning at each life stage

- There are no standards for Japanese language skill level that foreigners need for each life stage, making it difficult for foreign nationals learning Japanese to build on their learning systematically and in order based on their own needs and skill levels.

C. Improving the quality of Japanese language education, etc.

- We do not have an effective system for directly assessing the aptitude and ability of Japanese language teachers and Japanese language teachers have difficulty building long-term careers mainly due to inadequate compensation. Therefore, we are facing a need to ensure the quality and quantity of Japanese language teachers along with provision of the training they need.

D. Improving the Japanese language proficiency of foreign nationals accepted under the Employment-for-Skill-Development Program

- Under the Employment-for-Skill-Development Program, which aims to develop and secure human resources in industrial fields with labor shortage, it is necessary to improve the Japanese language skills of foreign nationals accepted under the Employment-for-Skill-Development Program in anticipation of their transition to the Specified Skilled Worker System, which requires them to pass a test equivalent to A2 or higher (Japanese language Proficiency Test N4, etc.) after their skill development period is over.

(2) Specific policies

A. Provision of an environment that allows foreign nationals to develop Japanese language and other skills necessary for living in Japan

- The ministry will encourage municipal governments to establish basic policies in accordance with the Act on Promotion of Japanese Language Education to provide foreign nationals living in their municipalities, including workers, with the Japanese language education that they need to live in local communities, thereby promoting, and raising the standards of Japanese language education at the regional level.

At the same time, the ministry will steadily promote the construction of a comprehensive system that allows prefectural governments and other relevant administrative authorities to organically cooperate with Japanese-language institutes, companies, private-sector support organizations and other related organizations to improve the environment for Japanese language education, while at the same time supporting city, ward, town and village governments in providing Japanese language education in cooperation with prefectural governments and other administrative authorities.

Furthermore, the ministry will support prefectural governments, etc. in establishing curriculums utilizing the "Framework of Reference for Japanese Language Education," organizing Japanese language education programs in local communities, creating teaching materials, etc. and holding seminars, in addition to providing support to NPOs and other related parties engaged in progressive initiatives.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 1> [Roadmap 1 & 2] (Note)

(Note) The numbers that follow "Roadmap" in "[]" indicate the measure numbers given in Chapter 4 of the Roadmap (FY2025 partly changed) (The same applies hereinafter).

- With the increasing number of Japanese language learners both inside and outside Japan, an urgent task is to develop teachers and other staff for Japanese language education, and therefore, it is necessary to secure professional Japanese language education human resources with

expertise and improve the quality of the Japanese language education as a whole. For this reason, efforts will be made to further enhance and disseminate the development and training programs for community Japanese language education coordinators and Japanese language teachers to workers and other people based on the "Revised Report on the Development and Training of Japanese Language Practitioners" (the Council for Cultural Affairs Subdivision on the Japanese Language, March 2019), and ICT materials that can commonly be used will be developed and disseminated for smooth implementation of "essential educational contents" presented in the Report that are required for the development of Japanese language teachers.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 2> [Roadmap 2]

- The government has been using the "Framework of Reference for Japanese Language Education," compiled by the Council for Cultural Affairs Subdivision on the Japanese Language in October 2021 as a common indicator of the content and methods of Japanese language education required according to the stage of Japanese language acquisition to improve the standard of Japanese language education in Japan and abroad, to develop education models for studying, working, and living in Japan based on the teaching content (the "Can do" descriptor), level scale, and other metrics since FY2022. Going forward, the government will work with Japanese language-education institutes experienced in developing Japanese language education programs to develop curricula and learning materials, and evaluation methods based on the reference framework, thereby developing and then spreading learning content and evaluation methods for various learning purposes to improve the standard of Japanese language education.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 3> [Roadmap 2 & 3 (reposted: 13)]

- In order to encourage reducing the areas where Japanese language classes are missing, advisors will be sent to establish classrooms in such areas, and support for opening and stable management of Japanese language classes will be provided. Moreover, seminars and meetings of the study councils for opening Japanese language classes will be held. In addition, ICT teaching materials (the Japanese language education website "Connect and Enhance Your Life in Japanese"(aka "Tsunahiro")) enabling self-study of the Japanese language by life scenes have currently been developed and provided in 19 languages, and life scenes in view of the "Framework of Reference for Japanese Language Education," etc. will be added to enable foreign nationals to steadily acquire the Japanese language skills necessary for them to live in Japan, even in the areas with difficulties in establishing Japanese language classes.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy

No. 4> [Roadmap 2, 5 & 8]

- Following the enactment of the “Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education” in the ordinary Diet session of 2023, the Subcommittee on Japanese Language Education of the Council for Cultural Affairs Subdivision on the Japanese Language examined the accreditation criteria and other details, and formulated a ministerial ordinance in the same year. Going forward, we will begin examinations for accreditation of Japanese language educational institutions that meet the accreditation criteria, guidelines for the organization of Japanese language curricula, and other criteria based on the Act, which came into effect in April 2024. We will also contribute to the creation of an improved environment that allows foreign nationals living in Japan to live their daily and social lives smoothly and harmoniously with Japanese citizens, through maintaining and raising the standards of Japanese language education provided by Japanese-language institutes and improving the competence and quality of Japanese language teachers through the smooth operation of a certification system for registered Japanese language teachers.

To implement of the “Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education”, we will take necessary measures such as support for Japanese language education in Japanese language educational institutions, which includes the launch of a multilingual website to provide Japanese language education information centrally, and the verification of the information system necessary to provide tests for registered Japanese language teachers.

[Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 5> [Roadmap 2 & 11]

- Based on the results of discussions at the “Study Group on the Training of Support Coordinator for Foreign Nationals” and the “Council for Formulation of Training Curriculum, etc. for Support Coordinator for Foreign Nationals,” we will continue to implement training programs to develop professionals who can provide appropriate support to foreign nationals facing problems in their daily lives, while taking into account the opinions of experts and others, and will also consider how the certification system for highly specialized support professionals.

[Ministry of Justice] <Policy No. 6> [Roadmap 4 (reposted: 31, 67 & 88)]

- We will study the utilization status of videos for the daily life orientation created and streamed in FY2023 to continue promoting their utilization in local governments and accepting organizations and to consider reviewing them in the future. In addition to the videos, we will consider systems (including before coming to Japan) for the familiarization with Japanese

culture, rules, and other aspects.

[Ministry of Justice] <Policy No. 7> [Roadmap 6 (reposted: 74 & 91)]

- The government will spread information about local financial measures for regional life orientation to local governments and support foreign nationals in settling smoothly into Japanese society.
[Ministry of Internal Affairs and Communications] <Policy No. 8> [Roadmap 7 (reposted: 75)]
- As a test to make it possible to check the Japanese language skills necessary for living and working in Japan based on international standards to determine the foreign language proficiency, the Japan Foundation will, based on the implementation status of skill exams, the need for acceptance of human resources, and other factors, push forward with implementation of the Japan Foundation Test for Basic Japanese (JFT-Basic) in the CBT (Computer Based Testing) format newly developed utilizing knowledge built up through the development and implementation of the Japanese-Language Proficiency Test (JLPT).
[Ministry of Foreign Affairs] <Policy No. 9> [Roadmap 9]
- In order to provide effective Japanese language education overseas necessary for the acceptance of foreign nationals within the framework of the status of residence "Specified Skilled Worker," a curriculum and teaching materials (IRODORI Japanese for Life in Japan series), with education for adults in mind, will be developed and expanded making use of the "JF Standard for Japanese-Language Education," which was established by the Japan Foundation and shares the concept with the "Framework of Reference for Japanese Language Education," based on international standards of language education and evaluation.
[Ministry of Foreign Affairs] <Policy No. 10> [Roadmap 9]
- Since it is essential to secure and increase the number of local teachers who are able to teach Japanese in local languages, specialists of Japanese language education will be dispatched from Japan, and while using the above-mentioned curriculum and teaching materials, the development of local teachers who are able to teach Japanese efficiently and effectively will be promoted.
[Ministry of Foreign Affairs] <Policy No. 11> [Roadmap 9]
- Support (procurement of teaching materials, securing of enough teachers, etc.) will be provided for the activities of local Japanese language education institutions with the aim of increasing the opportunities for foreign nationals to learn Japanese in each country, and Japanese support staff will be trained and sent to educational institutions to promote on-site guidance and assistance in order to improve local teachers' Japanese speaking ability as well as the quality of Japanese language

education.

[Ministry of Foreign Affairs] <Policy No. 12> [Roadmap 9]

- In order to ensure that foreign nationals who wish to live and work in Japan will be further cultivated in the future, not only in the Southeast Asian countries, increasing number of whose nationals are entering and residing in Japan, but in other countries as well, the foundation for Japanese language education will be reinforced in a greater number of countries through the Japanese Language Education programs of the Japan Foundation and efforts to communicate the attractiveness of Japanese culture and society and to promote human exchanges will be encouraged.

[Ministry of Foreign Affairs] <Policy No. 13> [Roadmap 9]

- Necessity of further enhancement of the environment for Japanese language education and related matters will be discussed by taking into account initiatives based on the “Act on the Promotion of Japanese-Language Education” including specific measures in the “Basic Policy for the Comprehensive and Effective Implementation of Measures to Promote Japanese Language Education (Basic Policy),” the enforcement of the “Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education,” and how other ongoing measures are implemented.

[Ministry of Justice and other relevant ministries and agencies] <Policy No. 14> [Roadmap 10]

- With regard to the Open University of Japan, online delivery and archive broadcasting of basic Japanese language courses for foreign nationals will be available, through which opportunities will be provided to study Japanese.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 15>

- With regard to the Japanese language teaching contents provided by the Japan Broadcasting Corporation (NHK) enabling foreign nationals visiting Japan to learn Japanese that they can use in their daily life, workplaces and elsewhere, the target languages will be expanded, effective use of past content will be promoted, and the website will be enhanced. In addition, the relevant organizations (overseas Japanese embassies and consulates, local governments, educational institutions, relevant ministries and agencies, etc.) will carry out publicity to foreign nationals visiting Japan, etc. to expand the use of the contents where necessary.

[Ministry of Internal Affairs and Communications and other relevant ministries and agencies] <Policy No. 16>

- Fundamental efforts for Japanese language education will be further

promoted, such as holding meetings to promote Japanese language education comprehensively with the cooperation of the relevant ministries and agencies, and organizations, and operating a portal site on Japanese language education (Nihongo Education contents Web sharing System: NEWS).

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 17>

B. Improving the quality of Japanese language education, etc.

- The government has been using the "Framework of Reference for Japanese Language Education," compiled by the Council for Cultural Affairs Subdivision on the Japanese Language in October 2021 as a common indicator of the content and methods of Japanese language education required according to the stage of Japanese language acquisition to improve the standard of Japanese language education in Japan and abroad, to develop education models for studying, working, and living in Japan based on the teaching content (the "Can do" descriptor), level scale, and other metrics since FY2022. Going forward, the government will work with Japanese language-education institutes experienced in developing Japanese language education programs to develop curricula and learning materials, and evaluation methods based on the reference framework, thereby developing and then spreading learning content and evaluation methods for various learning purposes to improve the standard of Japanese language education.

<Reposted> [Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 3> [Roadmap 2 & 3 (reposted: 13)]

- Following the enactment of the "Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education" in the ordinary Diet session of 2023, the Subcommittee on Japanese Language Education of the Council for Cultural Affairs Subdivision on the Japanese Language examined the accreditation criteria and other details, and formulated a ministerial ordinance in the same year. Going forward, we will begin examinations for accreditation of Japanese language educational institutions that meet the accreditation criteria, guidelines for the organization of Japanese language curricula, and other criteria based on the Act, which came into effect in April 2024. We will also contribute to the creation of an improved environment that allows foreign nationals living in Japan to live their daily and social lives smoothly and harmoniously with Japanese citizens, through maintaining and raising the standards of Japanese language education provided by Japanese-language institutes and improving the competence and quality of Japanese language teachers through the smooth operation of a certification system for registered Japanese language teachers.

To implement of the "Act on the Accrediting of Japanese-Language

Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education”, we will take necessary measures such as support for Japanese language education in Japanese language educational institutions, which includes the launch of a multilingual website to provide Japanese language education information centrally, and the verification of the information system necessary to provide tests for registered Japanese language teachers.

<Reposted> [Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 5> [Roadmap 2 & 11]

- Create a virtuous cycle of educational investment by the industrial sector, etc., and improvement of the quality of Japanese language education by building a cooperation system between companies, local governments, universities, vocational schools, and similar entities—specifically focusing on nationally accredited Japanese language educational institutions—and establishing a model in which nationally accredited Japanese language educational institutions provide high-quality education that aligns with the needs through educational investment by companies and other businesses.

[Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 18> [Roadmap 12]

- Publicizing and utilization of a Japanese language teaching guide that shows the basics of what should be taught in Japanese language education in schools and how pupils/students should be taught will be promoted, while training on systematic Japanese language teaching in schools will be enhanced by making effective use of training videos created for teachers and supporters based on the teaching guide and "educational advisors for foreign pupils and students."

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 19> [Roadmap 14]

- We will collect examples of the formation and implementation of the “Special Education Curriculum” for Japanese language instruction introduced from FY2023, and aim to spread awareness of them.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 20> [Roadmap 15 (reposted: 51)]

C. Improving the Japanese language proficiency of foreign nationals accepted under the Employment-for-Skill-Development Program

- With regard to measures to improve Japanese language proficiency of foreign nationals accepted under the Employment-for-Skill-Development Program, the quality of Japanese language education will be improved by utilizing the system established in the Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education.

Specifically, consideration will be given to the standard number of class hours, educational content, etc. for Japanese language courses equivalent to passing a test equal to or higher than A1 (Japanese Language Proficiency Test N5, etc.), which is a requirement before starting work. It will be also given to the standards for Japanese language ability development targets and content, etc., included in the Employment-for-Skill-Development Plan, and the incentive measures, etc., to encourage accepting companies to improve the Skill Development Employees' Japanese language ability. In addition, consideration will be given to the introduction of a new test to assess Japanese language proficiency and measures to ensure sufficient opportunities for foreign nationals to take the test. Furthermore, support will be provided for Japanese-language learning in the home countries of foreign nationals through developing Japanese-language teaching materials, dispatching Japanese-language experts to each country to train local Japanese-language teachers, and providing support for the purchase of Japanese-language-teaching materials. Additionally, to ensure adequate human resource development and recruitment in regional areas, regional councils will be established and utilized, and local governments will be encouraged to actively participate in regional councils from the perspective of regional industrial policy, promoting the development of an environment for accepting foreign nationals.

<Reposted (Excerpt)>[Ministry of Justice, National Police Agency, Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 131> [Roadmap 93]

2. Disseminating information to foreign nationals / Strengthening consultation systems for foreign nationals

(1) Current situation and issues

A. Information dissemination to foreign nationals

- There is concern that it is difficult for foreign nationals to appropriately and promptly select the support information that suits their circumstances.
- Other concern are that the government does not necessarily provide information in a reader-friendly manner and the communication channels used by the government to provide information for foreign nationals and those used by foreign nationals to obtain information are different, which makes it difficult for them to receive important information.

B. Consultation system for foreign nationals

- In order for foreign nationals to be able to reside in Japan, foreign nationals need to be able to quickly obtain information in an

easy-to-understand style with regard to various procedures, laws and regulations, systems such as the residence procedures, tax procedures, labor-related laws and regulations and the social insurance system, and with regard to social life rules such as those on garbage disposal. Given this, it is necessary to promote provision and dissemination of information in multiple languages and plain Japanese, and establish a system that enables more precise responses to requests for advice on general living from foreign nationals.

- In particular, foreign workers are likely to have problems with working conditions because they have little knowledge of the labor-related laws and regulations in Japan, and therefore, it is necessary to improve the responses in multiple languages at the Public Employment Security Offices (Hello Work), the labor standards inspection offices, and other relevant places. In addition, in the fields of medical care, welfare, childcare, etc., it is necessary to improve multilingual support by the relevant organizations.
- The government is currently providing subsidies for preparation for an environment for acceptance of foreign nationals to help local governments establish and operate one-stop consulting counters. However, they are struggling to find interpreters and there are other issues. In addition, some are requesting that the government updates the eligibility requirements for the subsidies to meet the actual needs of their communities.
- Since problems faced by foreign nationals are often complex and intertwined with issues of status of residence, language barriers, cultural and customary differences and so on, some consultation cases may require close cooperation among relevant organizations.
- Employees at administrative offices of local governments are struggling to communicate with foreign nationals who do not have sufficient Japanese language skills as they are unable to establish an adequate interpretation and translation system.
- In emergency situations such as disaster occurrence, etc., it is important to identify the issues faced by foreign nationals quickly and precisely and implement support measures in a timely manner.

(2) Specific policies

A. Enhancement of information dissemination from the perspective of foreign nationals

- Opinions that contribute to the planning and drafting of measures for harmonious coexistence with foreign nationals will be collected from a broad range of stakeholders and experts, including local governments, companies, and foreign national support groups, through the hearings with the relevant parties by the Immigration Services Agency, Immigration Control and Residency Management Policy Discussions Panel, Immigration Control Administration Meetings held by each of the Regional Immigration Services offices, and other forums. Moreover, opinions will

also be collected from foreign individuals themselves, for example through the "Opinion Box" which accepts opinions as to harmonious coexistence measures in multiple languages, established on the website of the Immigration Services Agency.

By appropriately reflecting the opinions collected through those efforts in the process of planning, drafting, and implementing harmonious coexistence measures and developing a human resources system to develop an environment to accept foreign nationals, including strengthening the support for and cooperation with local governments, etc. and sharing information on the efforts for harmonious coexistence measures nationwide, the Immigration Services Agency will strengthen its comprehensive coordination functions to develop an environment for acceptance of foreign nationals, and continue to demonstrate those functions fully.

[Ministry of Justice] <Policy No. 21> [Roadmap 16 (reposted: 68 & 78)]

- We will conduct surveys based on these results so that the Basic Survey on Foreign Residents will further contribute to the planning and drafting of the harmonious coexistence measures, with the purpose of properly identifying the situation of foreign nationals and the problems that foreign nationals face in their work life, daily life and social life. The results obtained from these surveys will be shared with the relevant ministries and agencies, and will be suitably reflected in the planning, drafting, and implementing of the harmonious coexistence measures. In addition, we will continue to consider other surveys of harmonious coexistence.

[Ministry of Justice] <Policy No. 22> [Roadmap 16 (reposted: 68 & 78)]

- Since it will be necessary to provide training personnel and organizations involved in supporting foreign nationals in the region (foreign national supporters), training will be provided on the implementation of living guidance for foreign nationals, the provision of information on various administrative procedures, securing of housing, support for the Japanese language necessary for general living, and appropriate responses to foreign nationals' consultations for advice or complaints, and information will be continually provided so that appropriate support can be offered.

In addition, the current status and issues of activities of foreign national supporters, etc. will be identified, and a network of foreign national supporters will be established so that foreign national supporters will be able to cooperate with each other to provide efficient and effective support for foreign nationals, while Regional Immigration Services Bureaus will provide information and consultation to private support groups, etc. Furthermore, cases of networking among foreign national supporters will be gathered and expanded, and information concerning problems experienced by foreign nationals will be grasped and analyzed to promote foreign national supporters' network.

[Ministry of Justice and other relevant ministries and agencies] <Policy No.

23> [Roadmap 17 (reposted: 29 & 80) & 89]

- Regarding the “Guidebook on Living and Working” and “A Daily Life Support Portal for Foreign Nationals” in which information is published that is necessary for foreign nationals to live and work safely and comfortably, such as immigration and residence procedures, residence registration, and labor employment, we will consider a draft publication policy with reference to the good practices of local governments and other organizations in disseminating information to foreign nationals, based on the identification of the current situation related to the way information is conveyed to foreign nationals and on the results of organizing the issues. [Ministry of Justice] <Policy No. 24> [Roadmap 18]
- In order to enable foreign residents to promptly obtain information needed, for example, for residence procedures or natural disasters through the Mynaportal and other websites, we will gradually implement verification and further enhancement of linkage between the Mynaportal to “A Daily Life Support Portal for Foreign Nationals” and consider and gradually implement with the related ministries and agencies utilizing customized and push-type notification functions for communication. [Ministry of Justice] <Policy No. 25> [Roadmap 19 (reposted: 86)]
- For foreign nationals' legal troubles, we will work to better serve of Japan Legal Support Center's (Houterasu's) Multilingual Information Service (in 10 languages), which involves using three-way calls mediated by an interpreter to provide foreign users information about legal systems in Japan and consultation services, and make this service even more convenient, in ways such as by ensuring that there are a sufficient number of languages to meet the needs following the multi-nationalization, as well as enhance the cooperation with organizations that support foreign nationals to appropriately implement Houterasu's multilingual legal support including Civil Legal Aid and actively publicize it. [Ministry of Justice] <Policy No. 26> [Roadmap 20 & 30]
- A cross-governmental guidebook entitled the "Guidebook on Living and Working" describing the basic information (residence procedures, labor-related laws and regulations, social insurance, crime prevention, traffic safety, etc.) necessary for secure and safe living and work was prepared and its electronic versions (in 19 languages including plain Japanese) have been posted on the portal site, the contents of which will continue to be enhanced in cooperation among relevant ministries and agencies, as necessary. [Ministry of Justice (Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, National Police Agency, and other relevant ministries and agencies)] <Policy No. 27>

- The ministries will enhance the contents of administrative and living information for foreign nationals, and provide and disseminate the information in multiple languages and plain Japanese.
[All ministries and agencies] <Policy No. 28>
- Information on support for foreign nationals and other topics, including an ideal society of harmonious coexistence, will continue to be transmitted to foreign nationals by using visual media, etc.
In providing administrative and general living information to foreign nationals, development of an environment where each foreign national can surely receive the information service will be promoted through the use of information transmission tools such as Social Media and e-mail distribution services.
[Ministry of Justice] <Policy No. 29>
- In providing administrative and general living information to foreign nationals, measures will be proceeded with the consideration of the use of Social Media.
[All ministries and agencies] <Policy No. 30>
- In order to promote harmonious coexistence of the refugees, the persons under complementary protection and the resettled refugees in local communities, the Comprehensive Measures will be disseminated and shared with those foreign nationals and other relevant organizations.
[Ministry of Justice] <Policy No. 31>
- The agency will strengthen its information dissemination capabilities by continuing to revise the contents posted on its websites, including enhancing information provided in foreign languages, so that foreign nationals can easily access information on the Japanese police systems and activities, etc.
[National Police Agency] <Policy No. 32>
- We will promote the use of multilingual dictionaries on disaster prevention and weather information terms created in 15 languages for apps and websites, etc., of private companies, and promote the multilingualization of disaster prevention and weather information by publicizing the disaster information provision apps and the Japan Meteorological Agency website through the websites and posters, etc., of related organizations.
In addition, we will publish such apps or others on the website of the Immigration Services Agency which is under multilingualization, and promote awareness and dissemination for those who do not understand Japanese.
Furthermore, we aim to promote awareness and dissemination by utilizing various channels for the multilingual posters and leaflets that have been created so far.

[Cabinet Office for Disaster Management, Ministry of Justice, Ministry of Internal Affairs and Communications, and Ministry of Land, Infrastructure, Transport and Tourism] <Policy No. 33>

- Training that has been implemented since FY2018 will continue to be implemented to enable "information coordinators for foreign disaster victims," who will organize the information relating to disasters and living support provided by the administrative agencies at the time of a disaster, and match such information with the needs of foreign victims who are in the shelters, to be trained in the prefectures and designated cities in FY2025.

[Ministry of Internal Affairs and Communications] <Policy No. 34>

- In order to strengthen cooperation with the diplomatic missions in Tokyo in the event of a disaster, a Disaster Management Seminar is held on disaster risk reduction measures for the diplomatic missions in Tokyo. In addition, the diplomatic missions are urged to disseminate the websites of the relevant ministries and agencies, which provide information at the time of a disaster to their nationals in Japan.

[Ministry of Foreign Affairs] <Policy No. 35>

B. Strengthening the consultation system to help foreign nationals with their problems

- Support has been provided for local governments (including the case where multiple local governments engage in a wide-area cooperation) to develop and operate one-stop consulting counters so that when foreign nationals have questions or concerns about life-related matters such as residence procedures, employment, medical care, welfare, childbirth, childcare and child education, they will be able to quickly reach a place that offers appropriate information and advice.

Continued financial support will be given so that local governments can establish and improve consultation services in multilingual services (in more than 11 languages), such as by assigning interpreters to one-stop consulting counters or introducing multilingual translation applications, using the subsidies for the development of an environment to accept foreign nationals. In addition, measures to promote the establishment of one-stop consulting counters will be explored while considering opinions, requests, etc. from local governments, identifying, analyzing, and verifying the realities of how one-stop consulting counters have been providing services, reviewing subsidies, and executing an efficient and effective budget.

In addition, training and the like will be held on consultation work for the officers of the local governments in order to intend further reinforcement of their knowledge so that the local governments and relevant administrative agencies will be able to smoothly carry out their work at the one-stop consulting counters. And further, officers of the Regional Immigration

Services offices will be dispatched based on requests from the local governments and consultations pertaining to the procedures for entry, departure and residence will be provided in a unified manner.

Additionally, a human resources system will be developed, for example through rectifying the existing system, to improve an environment to accept foreign nationals, including strengthening the support for and the cooperation with local governments, etc. and sharing information on the efforts for harmonious coexistence measures nationwide, and the support activities for the local governments and information collection in the region will be enhanced and strengthened by setting up opportunities for local government officials and consultants of the one-stop consulting counters to exchange opinions.

Furthermore, initiatives that contribute to the convenience of local governments will be implemented, taking into account the results of considering methods for the effective use of collected consultation cases, etc.

In addition, efforts will be made to develop the system for the Employment-for-Skill-Development Organization to properly perform support protection services and consultation assistance services, as well as efforts to have such information more widely recognized by Skill Development Employees.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 36> [Roadmap 21 & 22]

- Based on the "Basic Policy on Operations for the Development of an Environment for Acceptance of Foreign Nationals" (approved by the Cabinet on July 24, 2018) that requests the relevant ministries and agencies to strengthen their cooperation and cooperate with local governments to effectively and efficiently develop an environment for acceptance of foreign nationals, the Foreign Residents Support Center (FRESC) was opened in July 2020 as a base for supporting foreign nationals. It consists of the relevant departments of each organization, to enable effective and efficient support by collectively implementing measures such as support for promoting the employment of foreign nationals, including those in rural areas, promoting the acceptance and employment of international students, promoting the employment and the retention of highly-skilled foreign professionals, protecting the human rights of foreign nationals and their families, and providing advice on legal issues, visas, and labor standards and industrial safety and health. At FRESC, we will continue to respond to inquiries from the one-stop consulting counters established by local governments and conduct training for the local government officials, as well as providing interpretation services for the administrative counters of local governments. And based on the progress of these provisions, we will explore how the interpretation support should be provided, such as effective methods of provision.

In addition, as well as providing consultations to foreign nationals, the relevant organizations including the tenant organizations will collaborate and cooperate with each other to hold business seminars, lectures, and briefing sessions for the employment and retention of foreign nationals at FRESC. Furthermore, in order to provide regional organizations with information on experiences gained through the efforts of FRESC and case examples that are thought to be beneficial, etc., as well as expand the efforts to each region, the relevant government ministries and agencies have reached agreement described in "Regional Expansion of Foreign Residents Support Center (FRESC) Efforts" (August 8, 2022). Based on this agreement, the related ministries and agencies will consider how the local branch offices of the Japanese government can coordinate and cooperate more effectively. In addition, the regional immigration services bureaus and relevant organizations in the regions will coordinate and cooperate, and joint consultation sessions will be held to carry out verification. FRESC will also collaborate with the Japan Foundation, which conducts mutual exchange projects, and the Japan National Tourism Organization.

[Ministry of Justice, Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, and Ministry of Economy, Trade and Industry] <Policy No. 37> [Roadmap 23 & 28]

- In anticipation of the "EXPO 2025, Osaka, Kansai," continued efforts will be made with respect to multilingual translation technology to realize AI-based simultaneous interpretation which enables stress-free, sufficient communication between Japanese people and foreigners as well as between foreigners not only in daily life, administrative procedures, sightseeing, etc., but also in business discussions and international conferences. Also, in light of the revision of the Immigration Control and Refugee Recognition Act in April 2019, the focus languages will be expanded to 21 languages and further improvements in translation accuracy will be made to support foreign residents including specified skilled workers and Ukrainian evacuees, and from other perspectives.

[Ministry of Internal Affairs and Communications] <Policy No. 38> [Roadmap 24]

- The development of a system that is accessible for foreign patients in any residential areas will be promoted through the use of telephone interpreters and multilingual translation systems, the development of a manual for accepting foreign patients in medical institutions, and the establishment of regional countermeasure council to share and resolve region-specific situations through the cooperation of the various stakeholders in the prefectures.

[Ministry of Health, Labour and Welfare] <Policy No. 39> [Roadmap 25]

- An environment for accepting foreign patients will be developed by

supporting for the placement of medical interpreters and medical coordinators as well as multilingualization at hub medical institutions accepting foreign patients in the region.

[Ministry of Health, Labour and Welfare] <Policy No. 40> [Roadmap 25]

- For the provision of multilingual services in medical institutions, use of telephone interpretation and foreign language services in all medical institutions will be promoted with appropriate charges paid by foreign patients and other beneficiaries. Considering there are medical institutions that do not know that they are permitted to charge patients for interpreting and translation expenses, publicity will be continually conducted to inform them that they are also able to charge for these expenses.

[Ministry of Health, Labour and Welfare] <Policy No. 41> [Roadmap 25]

- The published medical interpreter training curriculum and textbooks will be revised as necessary to promote medical interpreting training and improve the quality of medical interpreting, while referring to the results of the "Research on the practical application of medical interpreter certification."

[Ministry of Health, Labour and Welfare] <Policy No. 42> [Roadmap 25]

- The occurrence of unpaid medical charges will be reduced by checking foreign tourists who have a record of unpaid medical charges under strict immigration control.

Additionally, the government will consider to strictly examine applications for the Certificate of Eligibility (COE), etc. submitted by mid- to long-term residents with a record of unpaid medical charges.

Smooth payment of medical expenses through cashless settlement and other convenient methods will be promoted in light of the occurrence of non-payment related to high medical expenses. In particular, when organizations accept specified skilled workers, the offices employing specified skilled workers (i) will be encouraged to enroll in private insurance to cover medical interpreting costs through dissemination of the guidelines and other materials prepared by the Ministry of Justice.

[Ministry of Health, Labour and Welfare (Ministry of Economy, Trade and Industry), and Ministry of Justice] <Policy No. 43> [Roadmap 25]

- With regard to consumer problems, multilingual services will be enhanced according to the particular circumstances of the region for the consumer affairs consultation conducted by Consumer Affairs Centers and others via the consumer hotline 188 through the provision of support in the form of "a grant to strengthen local consumer administration" so that foreign nationals will be able to safely and reliably use and enter into contracts, and moreover, multilingual services will also be promoted through the telephone consultation center, the "Consumer Hotline for Tourists" established by the National Consumer Affairs Center of Japan with the services expanded to cover 8 languages.

[Consumer Affairs Agency] <Policy No. 44> [Roadmap 26]

- In addition to promoting multilingual support so as to provide appropriate responses to the consultation needs of foreign nationals by utilizing automatic translation apps and the like at consultation counters where administrative organizations have frequent contact with foreign nationals, including at the one-stop consulting counters, and also based on the perspective of promoting the use of multilingual automatic voice translation, we will consider the maintenance and enhancement of the consultation systems based on the actual circumstances at the consultation counters, and aim to carry out development sequentially based on the results of these considerations.

[All ministries and agencies] <Policy No. 45> [Roadmap 27]

- Since it will be necessary to provide training personnel and organizations involved in supporting foreign nationals in the region (foreign national supporters), training will be provided on the implementation of living guidance for foreign nationals, the provision of information on various administrative procedures, securing of housing, support for the Japanese language necessary for general living, and appropriate responses to foreign nationals' consultations for advice or complaints, and information will be continually provided so that appropriate support can be offered.

In addition, the current status and issues of activities of foreign national supporters, etc. will be identified, and a network of foreign national supporters will be established so that foreign national supporters will be able to cooperate with each other to provide efficient and effective support for foreign nationals, while Regional Immigration Services Bureaus will provide information and consultation to private support groups, etc. Furthermore, cases of networking among foreign national supporters will be gathered and expanded, and information concerning problems experienced by foreign nationals will be grasped and analyzed to promote foreign national supporters' network.

<Reposted> [Ministry of Justice and other relevant ministries and agencies] <Policy No. 23> [Roadmap 17 (reposted: 29 & 80) & 89]

- For foreign nationals' legal troubles, we will work to better serve of Japan Legal Support Center's (Houterasu's) Multilingual Information Service (in 10 languages), which involves using three-way calls mediated by an interpreter to provide foreign users information about legal systems in Japan and consultation services, and make this service even more convenient, in ways such as by ensuring that there are a sufficient number of languages to meet the needs following the multi-nationalization, as well as enhance the cooperation with organizations that support foreign nationals to appropriately implement Houterasu's multilingual legal support including Civil Legal Aid and actively publicize it.

<Reposted> [Ministry of Justice] <Policy No. 26> [Roadmap 20 & 30]

- Based on the results of discussions at the “Study Group on the Training of Support Coordinator for Foreign Nationals” and the “Council for Formulation of Training Curriculum, etc. for Support Coordinator for Foreign Nationals,” we will continue to implement training programs to develop professionals who can provide appropriate support to foreign nationals facing problems in their daily lives, while taking into account the opinions of experts and others, and will also consider how the certification system for highly specialized support professionals.

<Reposted> [Ministry of Justice] <Policy No. 6> [Roadmap 4 (reposted: 31, 67 & 88)]

- In order to respond to the need for support to prevent isolation from the local community due to economic difficulties caused by unemployment or differences in language and customs, precise consultation support for foreign nationals in need will be provided in accordance with the circumstances of the region.

[Ministry of Health, Labour and Welfare] <Policy No. 46>

- We will provide necessary information through websites, etc., so that foreign nationals living in Japan can be vaccinated if they wish. In addition, regional immigration bureaus will coordinate with and cooperate with local governments, etc., and if foreign nationals are struggling with how to read a vaccination ticket or with communicating with local governments, etc., we will assist in resolving the respective problems of foreign nationals by providing individual consultations.

[Ministry of Justice, Ministry of Health, Labour and Welfare, and other relevant ministries and agencies] <Policy No. 47>

- A system for simultaneous interpretation through a telephone interpreting center will be developed so that prompt and appropriate responses may be made to the emergency number 119 calls from foreign nationals and to respond to the services at emergency sites where foreign nationals are present.

Multilingual speech translation applications to support communication with foreign injured people will be introduced into the firefighting headquarters so that prompt and appropriate responses may be made in the emergency sites where foreign nationals are present.

[Ministry of Internal Affairs and Communications] <Policy No. 48>

C. Further promoting the use of plain Japanese in providing information and counseling services

- Training in plain Japanese will be conducted for local government staff and teaching materials that have been developed will be utilized to gradually implement training that helps the accepting environment coordinators become local instructors. The purpose of this is to be able to

respond to consultations from foreign nationals who do not have a sufficient command of Japanese and provide them the necessary daily life and administrative information, etc., promptly and accurately in plain Japanese. This is based on the “Plain Japanese Guidelines for Foreign Residents Support” formulated in 2020, which focuses on written plain Japanese language, and the “Key Points of Spoken Language” compiled in 2022, with the aim of disseminating plain Japanese to realize a Society of Harmonious Coexistence. Additionally, taking into account the results of studying the application status of teaching materials, etc., reviews will be conducted as necessary and plain Japanese paraphrases will be added. Relevant ministries and agencies will continue to cooperate to promote the dissemination of plain Japanese.

[Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 49> [Roadmap 32 & 33]

- As the number of foreign nationals living in Japan increases and diversification progresses, the need for plain Japanese on the part of the foreign nationals who are the recipients of the information is growing. Because of these circumstances, we are considering raising awareness of plain Japanese among Japanese people, as well as increasing the convenience of foreign nationals and promoting mutual understanding between Japanese people and foreign nationals, by utilizing tools such as the existing plain Japanese translation tools, etc. and by enhancing plain Japanese paraphrases.

[Ministry of Justice] <Policy No. 50>

3. Support for each life stage and life cycle

(1) Current situation and issues

A. Infancy, school age, and the early stage of adolescence and adulthood

- Education provides the foundation of life for foreign students in Japan. Therefore, it is necessary to accurately identify each student’s Japanese language skill level and provide detailed guidance and support so foreign students can acquire the necessary academic skills and aim to achieve self-realization in school life with confidence and pride.
- The situation in public schools is that although many foreign pupils and students do not have sufficient Japanese language skills, nearly 10% of foreign pupils and students are not being given special consideration when they are being taught, and therefore, it is essential to hire an appropriate number of teachers according to the number of children, and to improve the competence of the teachers.
- The "Survey on School Enrollment by Children of Foreign Nationals," conducted by the Ministry of Education, Culture, Sports, Science and Technology in FY2023, revealed the reality that 8,601 foreign children might not have attended school (as of May 1, 2023). Given this situation, it is necessary to further enhance efforts to identify and

promote school enrollment of foreign children to appropriately secure opportunities of foreign pupils and students to attend school. In addition, it is necessary to make efforts to enhance systems to accept foreign nationals in schools, and detailed Japanese language teaching to promote school enrollment.

- When foreign children enter compulsory education schools without experiencing group life, they might get into trouble because they cannot understand group actions or the Japanese language, and thus be unable to have a smooth school life. Therefore, it is important to encourage foreign nationals to have their children enter kindergartens and nursery schools in order to facilitate enrollment in compulsory education schools.
- According to the "survey on the status of acceptance of pupils and students in need of Japanese language teaching," conducted by the Ministry of Education, Culture, Sports, Science and Technology in FY2023, the rate of advancement to high school among junior high school and other students who are in need of Japanese language teaching is 90.3% (the rate is 99.0% among all junior high school and other students in Japan). The same survey has also revealed that the dropout rate among foreign students of Japanese public high schools who are in need of Japanese language teaching still remains high, at 8.5% (the dropout rate among all high school students in Japan is 1.1%), and their rate of advancement to university also remains low at 46.6% (the rate is 75.0% among all high school and other students in Japan).

Given these circumstances, it is important not only to promote their advancement to high school and enhance Japanese language teaching and course instruction in high schools but also to provide improved future planning support, career education, counseling and assistance to them, with the aim of helping foreign high school and other students to advance to higher education or work and become able to live independently as working members of society after graduation.

- In order to promote enrollment in compulsory schools and prevent students from dropping out of high school, it is essential that their parents and guardians fully understand the importance of compulsory education and higher-level education. To this end, the government should establish a system that informs parents and guardians of future opportunities available to their children, such as by providing them with schooling information before they come to Japan or during their children belonging to a preschool.

B. Adolescence and adulthood

- In order for international students and other foreign nationals to work and live in Japan for a long time, it is important for them to become familiar with corporate culture, values, and employment practices in Japan, in addition to Japanese language skill.

- Foreign workers tend to face problems related to working conditions, dismissals, etc. due to insufficient knowledge of Japanese labor laws and employment practices, lack of language and communication skills, customary differences, etc.

C. Senior years

- We do not have the sufficient actual circumstances and challenges on senior foreign nationals.
- Our pension system requires all people who meet the applicable legal requirements to join the National Pension System or Employees' Pension Insurance and contribute insurance premiums, regardless of nationality. We offer an optional pension plan for those who only need to contribute premiums for a small number of months in our efforts to secure contribution to the pension fund. We need to publicize these systems and other relevant information to foreign nationals, including those still in the working generation.

(2) Specific policies

A. Support for foreign nationals in infancy and school age, etc.

- The Maternal and Child Health Handbook, which is the starting point of maternal and child health, was translated into multiple languages so that pregnant foreign national women will be able to give birth and raise their children with peace of mind through smooth acquisition and use of maternal and child health information in Japan, and various effective methods of providing support utilizing the handbooks will continue to be disseminated to the local governments.

[Children and Families Agency] <Policy No. 51>

- Multilingual services for the "user support projects" implemented by the municipal authorities will be continually implemented so that foreign national families raising children and pregnant women will be able to smoothly use the relevant organizations such as childcare facilities, health, medical care and welfare facilities, and efforts will be promoted such as the acceptance of requests for consultations from foreign national families raising children and the provision of information on childcare support. In addition, further efforts will be made for the smooth acceptance of foreign national infants in the childcare facilities.

[Children and Families Agency] <Policy No. 52>

- In order to cope with the increasing levels of loneliness and anxiety of parents, we will help local governments implement community-based parenting support programs that provide opportunities for parents and their children to have meetups as well as consultation and assistance for parenting.

[Children and Families Agency] <Policy No. 53> [Roadmap 34]

- Based on the National Curriculum Standards for Day-Care Center (Ministry of Health, Labour and Welfare Public Notice No. 117 of 2017) and the New Direction of Childcare Policy (announced on December 20, 2024), etc., efforts will continue to be made to ensure that appropriate support is provided to households with foreign nationals by day care centers, etc. for the need to give consideration to the foreign national children in the day care centers and to provide uninterrupted support so that the children can transit from day care center to elementary school. In addition, efforts will continue to be made at after-school children's clubs to ensure that appropriate support is provided to children with insufficient Japanese language skills, based on the "2025 Package of Measures for After-School Children" (December 27, 2024).
[Children and Families Agency] <Policy No. 54>
- With regard to the provision of free early childhood education and care, efforts to publicize and disseminate it will continue to be promoted in order to encourage provision of opportunities for foreign children to learn the Japanese language. In addition, efforts to publicize and disseminate the financial support systems for high schools and universities will continue to be promoted.
[Children and Families Agency, Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 55>
- Efforts will be promoted to encourage school enrollment through the guidance on school enrollment by the local governments, the preparation and distribution of multilingualized school enrollment guidebooks, as well as the contents will be updated as required, so that opportunities for foreign pupils and students to attend school are properly guaranteed. In addition, with regard to the matters to be taken by local governments, based on the "Guidelines for the Promotion of School Enrollment of Foreign Children and the Identification of Their School Enrollment Status" formulated by the Ministry of Education, Culture, Sports, Science and Technology in July 2020, identification of the actual conditions of school enrollment of foreign children including school enrollment status and smooth acceptance of foreign children in schools will be encouraged, including integrated management and identification of the school enrollment status of foreign children in compiling registers of school-age children based on the Basic Resident Registers. Furthermore, the "Survey on School Enrollment Status of Foreign Children" will continue to be conducted to identify the existence of measures of the local governments, organize the issues concerning the status of school enrollment, and compile and disseminate case examples of advanced efforts, thereby promoting integrated efforts by the relevant departments of the local governments and the relevant organizations and providing information also to the embassies and consulate generals of the respective countries in Japan. With regard to the compilation of registers of school-age

children, the Ministry of Education, Culture, Sports, Science and Technology prepared the Standard Specification 3.0 for the school-age children registration system based on the Digital Government Implementation Plan in March 2024, and efforts will be made to achieve collaboration between the school-age children registration system and the Basic Resident Registration system and integrated management and identification of the school enrollment status of foreign children by the end of FY2025 by including the matters concerning school enrollment of foreign children in the specification.

In addition, efforts for the promotion of school enrollment will be supported by disseminating movie contents that are useful for school enrollment guidance and early adaptation instructions and available in multiple languages and plain Japanese and guidebooks for kindergarten enrollment for foreign children, fortifying the functions and promoting the use of "CASTA-NET," the website for information retrieval in which multilingual school guidance documents are included. Moreover, depending on the local circumstances, as various organizations such as schools for foreign students and NPOs have been the places for foreign children to learn, support will be enhanced so that the status of school enrollment can be grasped smoothly, and the school enrollment can be promoted in cooperation with the local governments.

The Ministry of Education, Culture, Sports, Science and Technology will cooperate with the Immigration Services Agency to provide information on school enrollment at one-stop consulting counters or elsewhere established by the local governments, and efforts will be promoted to urge foreign parents and guardians to have their children attend school, including an attempt to check the school enrollment status of children in the examination of the status of residence.

[Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 56> [Roadmap 35, 36, 37, 38, 39, 40, 41, 42 & 45]

- In the public schools, improvement of the basic fixed number of teachers is being steadily implemented based on the provisions of the revised Compulsory Standards Act (Act on Standards for Class Formation and Fixed Number of School Personnel of Public Compulsory Education Schools), which went into effect in FY2017, so that in FY2026, the basic fixed number of teachers will be one teacher per 18 pupils/students in need of Japanese language teaching. In addition, based on the situation of support by the relevant departments and other organizations in the regions, support will be enhanced for the establishment of a support system for foreign pupils and students to be organized by the local governments such as the construction of a teaching system using Japanese language teaching assistants or mother tongue supporters, or provision of ICT-based support including multilingual translation systems and remote education for detailed teaching. For this, consideration will be

given to the importance of native languages and culture, and collaboration between each local government and a wide range of parties including NPOs, companies and universities.

Further, the "survey on the status of acceptance of pupils and students in need of Japanese language teaching" will be conducted biennially to clarify the actual conditions and issues concerning the status of acceptance as well as to collect and disseminate case examples of advanced efforts, and the functions of "CASTA-NET," the website for information retrieval operated by the Ministry of Education, Culture, Sports, Science and Technology for the purpose of disseminating Japanese language guidance materials. In addition, multilingual school documents, video materials, etc., will be strengthened. Moreover, efforts to make digital textbooks more accessible to foreign pupils and students through reading and furigana functions, which is thought to contribute to their ability to learn, will continue to be considered.

In addition, based on the results of practical research on the nature of instruction in areas where many foreign residents live in and areas where foreign residents live scattered respectively, we will disseminate nationwide model initiatives such as implementation of lessons in which Japanese and foreign pupils study together while respecting each other, establish guidance systems in areas where foreign residents live scattered, and conduct surveys and research aimed at establishing a network to identify the actual circumstances of pupils in such areas. In addition, we aim to raise awareness through materials that organize the considerations for teaching foreign infants and others.

In addition, in response to the recommendation made in the report of the Central Council for Education "Toward the Establishment of 'Japanese-Style School Education in the Reiwa Era'" in January 2021 regarding an ideal form of education for the increasing foreign pupils and students, etc., the above measures will be enhanced.

[Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 57> [Roadmap 43, 44, 48 & 73]

- To ensure health and hygiene in schools for foreign students, we continue to raise awareness among relevant parties, including local governments, by disseminating information on health and hygiene in multiple languages in schools for foreign students.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 58> [Roadmap 46]

- The government will create models of educational environment for children that is attractive for foreign nationals and roll out to local governments and schools across the country. We will continue to develop curriculums or others at local governments, schools and international schools, etc. providing educational environment that is attractive to foreign nationals.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 59> [Roadmap 47]

- Through the spread of "model programs" that compile details of training to be provided by the boards of education and universities, etc., a training structure will be developed to implement systematic Japanese language teaching such as initial-stage Japanese language teaching, mid-stage and late-stage teaching, and integrated teaching of the Japanese language and subjects using the JSL curriculum, and systematic teaching of the Japanese language through the utilization of results of assessments using the Japanese language proficiency measurement methodologies for foreign pupils and students, and fostering core teachers in charge of Japanese language teaching and other measures will be promoted. In addition, the competencies and skills of teachers responsible for education of foreign pupils and students, etc. will be improved through the distribution of "movie contents for training" prepared to enable teachers in charge of teaching foreign pupils and students, etc. to effectively acquire necessary knowledge and skills via "CASTA-NET," the website for information retrieval operated by the Ministry of Education, Culture, Sports, Science and Technology and other media, and the wide dissemination of the contents to facilitate those use. Moreover, in order to contribute to the promotion of teacher training conducted by each local government, teacher trainers will be fostered through "training for Japanese language instructors of foreign pupils and students" conducted by the National Institute for School Teachers and Staff Development, and video lectures for in-school training provided by the National Institute will be disseminated. In addition, the Ministry of Education, Culture, Sports, Science and Technology will increase the number of "educational advisors for foreign pupils and students" to enhance training conducted by each local government. Furthermore, regarding the admission of foreign infants into kindergartens and the like, we will continue publicizing nationwide the activities of the training program developed through surveys and research in 2022.

At the same time, with regard to securing as well as improving the competencies of Japanese language teachers, who teach foreign pupils and students, and Japanese language teaching assistants, consideration will be given to effective measures from the perspective of securing human resources or providing nationwide training opportunities.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 60> [Roadmap 14 & 48]

- While taking note of the language, the education system in their home country, cultural background and family environment, information will be disseminated to the local governments so that appropriate decisions can be made on the school choice of foreign national children with disabilities, and the use of mother tongue supporters and multilingual translation

systems to respond to requests for advice on school choice will be promoted.

In schools for special needs education, etc., efforts will be made to support the assignment of Japanese language teaching assistants and mother tongue supporters, etc., and in addition, in-service training opportunities will be improved so that teachers in charge of special needs education and Japanese language teaching will also be able to learn about Japanese language teaching and special needs education.

At the same time, the status of enrollment of pupils and students in need of Japanese language teaching in special needs classes will be newly identified based on the "Survey on the status of acceptance of pupils and students in need of Japanese language teaching," and research on special needs education for children in connection with foreign countries will be conducted.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 61>

B. Support for foreign nationals in the early stage of adolescence and adulthood, etc.

- Based on the actual conditions on the status of entering higher schools, the rate of leaving school, and the other career status of foreign students, comprehensive support, such as enhancement of Japanese language teaching and career education and provision of life consultation, will be promoted through cooperation between the boards of education and schools, and the relevant organizations, and learning and other support will be provided to high school dropouts, including foreign students, so that lower secondary schools and upper secondary schools will be able to provide opportunities to choose a career that looks to the future.

The status of implementation will be identified and information on case examples of advanced efforts will be provided to the boards of education, with the aim of ensuring that all prefectures will give special considerations (e.g., adding furigana, bringing in a dictionary, and setting of special admission capacity) to returnees and foreign students in the public senior high school entrance exams.

Furthermore, we will collect examples of the design and implementation of the Special Education Curriculum for Japanese language instruction introduced in FY2023, and aim to disseminate and publicize them.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 62> [Roadmap 14, 15 (reposted: 51), 49, 50, 52 & 53]

- Evening Classes at Junior High Schools are a system to guarantee people past school age who did not complete compulsory education an opportunity to receive that education. As of April 2025, there are 62 schools in 26 prefectures and 15 designated cities throughout Japan. About 60% of the students going to Evening Classes at Junior High Schools are foreign nationals (source: The "FY2024 Survey on Evening

Classes at Junior High Schools and so on”), and these are educational institutions where those who have not adequately received compulsory education in their own country or in Japan can acquire the knowledge and skills necessary for social and economic independence.

For this reason, in order to establish at least one Evening Classes at Junior High Schools in each prefecture or designated city in accordance with the Act on Securing Opportunities for Education Equivalent to General Education at the Compulsory Education Stage (Act No. 105 of 2016) and the Basic Plan for the Promotion of Education, various forms of support will be provided, for example, needs surveys for preparations for establishment of new Evening Classes at Junior High Schools, and assistance for smooth management of the established schools.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 63> [Roadmap 54]

- In order to enable proper planning of foreign children’s futures, high schools, public employment security services and other relevant organizations will work together to pilot career development support programs for children. In doing so, the government will consider specific methods to align parents and seek cooperation for career support initiatives for their children.

[Ministry of Health, Labour and Welfare] <Policy No. 64> [Roadmap 55]

- Dissemination of the treatment of the status of residence will be conducted so that foreign nationals who wish to work after graduating from senior high schools in Japan will be able to smoothly settle in Japanese society.

[Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 65>

- Continuous guidance will be provided to prevent delinquency of foreign national juveniles who receive guidance, with their guardians' consent, as with Japanese juveniles, and efforts will be made with the cooperation of university student volunteers to engage in conducting learning support activities and activities to create places where the foreign national juveniles can feel like belonging so as to promote their sound development.

[National Police Agency] <Policy No. 66>

C. Support for foreign nationals in adolescence and adulthood, etc.

(i) Support for employment, etc. of international students

- Dissemination and use of the "Handbook for the Employment of International Students and Empowerment After Hiring," jointly formulated by the relevant ministries and agencies, industries, job support companies, universities, and other entities, and providing the checklists and other best practices for recruitment process and flexible fostering and

other treatment of human resources after hiring based on the diversity of international students will be promoted in combination of various systems and measures of the relevant ministries and agencies and will be further deployed horizontally to the local governments and support organizations in the regions providing business consultation services to companies, etc. In addition, in order to encourage information transmission by companies and universities under the measures for international students based on the above-mentioned Handbook, thorough dissemination of information to economic organizations, universities and others will be conducted by the relevant ministries and agencies.

[Ministry of Economy, Trade and Industry (Ministry of Health, Labour and Welfare, Ministry of Education, Culture, Sports, Science and Technology, and other relevant ministries and agencies)] <Policy No. 67> [Roadmap 56]

- In order to promote employment and empowerment of highly-skilled foreign professionals in Japan, the Platform for Promotion of Active Participation by Highly-Skilled Foreign Professionals established in the Japan External Trade Organization (JETRO) will offer useful information for both Japanese companies and highly-skilled foreign professionals in cooperation with the relevant ministries and agencies. For companies interested in employing highly-skilled foreign professionals, hands-on support will be provided to assist them in all different stages from employment of these professionals to empowerment of them after hiring them. In addition, support services that promote empowerment of employed highly-skilled foreign professionals will be implemented through various efforts, such as working on fostering a corporate culture that supports the success of foreign professionals using teaching materials, etc. created for small- and medium-sized enterprises and support organizations.

In addition, online job fairs, seminars aimed at providing information about the work conditions and other aspects of Japan, and other related events will be hosted to attract, and offer employment opportunities to highly-skilled foreign professionals.

[Ministry of Economy, Trade and Industry (Ministry of Justice, Ministry of Foreign Affairs, Ministry of Education, Culture, Sports, Science and Technology, Ministry of Health, Labour and Welfare, and other relevant ministries and agencies)] <Policy No. 68> [Roadmap 58]

- We will provide training for international students with the goals of improving communication skills and acquiring knowledge of employment practices in order to be able to settle in the workplace, using “The Sample Training Curriculum to Support International Students Searching for Career Opportunities in Japan.” Furthermore, we will promote effective communication methods in the workplace with the business owners, the human resources and labor representatives, and the workplace supervisor

through seminars, etc. aimed at business owners, utilizing “A Collection of Key Points and Example Sentences Useful for Labor Management of Workplaces with Foreign Employees” and “The Handbook of Actions after Employing or Hiring International Students.”

[Ministry of Health, Labour and Welfare] <Policy No. 69> [Roadmap 59]

- Detailed consultation and support by persons in charge will be provided at the Employment Service Center for Foreigners and the International Students Corner of Hello Work as regional bases, and efforts will be made, in collaboration with local companies, local governments, and JETRO and other relevant organizations, to expand internships, dig up job offers for international students, and hold employment guidance and other seminars and joint company briefing sessions, with the aim of promoting further opportunities to match international students with companies.

These bases will cooperate with the one-stop consulting counters established by the local governments as necessary.

[Ministry of Health, Labour and Welfare, and Ministry of Economy, Trade and Industry] <Policy No. 70> [Roadmap 60]

- Cooperation between universities and prefectural labor bureaus (Hello Work) will be reinforced through conclusion of a cooperation agreement to consistently provide international students with job hunting support from job hunting seminars at an early stage to internship, separate consultation during the job-hunting period, and interview meetings for employment. In addition, the good practices, know-how, etc. gained there will be shared with universities and relevant organizations, etc. across the country.

[Ministry of Health, Labour and Welfare, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 71> [Roadmap 60]

- Information will continue to be disseminated on the Public Notice on "Designated Activities" (No.46) aimed at employment support for international students who have graduated from or completed a course from a Japanese university or graduate school, etc.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 72>

- Efforts will be made to promote year-round recruitment of international students who graduate from the universities, etc. in autumn by companies and other organizations to encourage them to work in Japan after graduation. Also, dissemination activities to companies and other organizations on the status of residence of "Designated Activities" that allow international students who have been offered a job to stay in Japan until they are employed will continue to be taken.

[Ministry of Justice, and Ministry of Economy, Trade and Industry] <Policy No. 73>

- The Program for Training Foreign Nationals in Japanese Food Culture is a system to promote overseas dissemination of Japanese cuisine and food culture in which international students who have graduated from professional training colleges for cuisine and confectionery can continue to learn skills while working in restaurants, etc. in Japan. This program will be properly operated and disseminated, for example, by posting the relevant information on the Ministry of Agriculture, Forestry and Fisheries' website.
[Ministry of Justice, Ministry of Health, Labour and Welfare, and Ministry of Agriculture, Forestry and Fisheries] <Policy No. 74>
- The "Projects for Encouraging Foreign Entrepreneurs to Start Businesses" and the status of residence of "Designated Activities" (established in November 2020) concerning entrepreneurial activities by foreign nationals who graduated from universities, etc. in Japan will be publicized and disseminated.
[Ministry of Justice, and Ministry of Economy, Trade and Industry] <Policy No. 75>
- In order to support the employment of international students by small or medium-sized businesses or other businesses which satisfy certain conditions, the various documents that are required when international students apply for permission for a change of the status of residence were simplified as with large businesses, targeting the companies and other organizations which are certified under the Youth Yell Certification System of the Ministry of Health, Labour and Welfare, and information on documents to be submitted in the procedures for application for residence will continue to be provided.
[Ministry of Justice] <Policy No. 76>
- Efforts will continue to publicize and promote the "accreditation system for educational programs to promote employment of international students," in which the Ministry of Education, Culture, Sports, Science and Technology accredits quality educational programs developed by universities in cooperation with companies and other organizations that contribute to increased employment of international students by companies in Japan. Accredited universities are required to set achievement targets for the rate of employment of international students, while the ministry will support their priority allocation of scholarships or other initiatives. As a general rule, those universities adopted by the Multicultural Campus Project Toward Social Impact (Cooperation with Local Communities, etc.) will also participate in this program.
[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 77> [Roadmap 61]
- A model will be established for cooperation with companies that employ

foreign students at specialized training colleges, with a focus on the process from promoting the strategic acceptance of foreign students to the smooth transition to employment and subsequent retention.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 78> [Roadmap 61]

- The special website established in the Japan Student Services Organization in order to consolidate and effectively disseminate information such as the employment rates of international students, etc. will promote the publication of information on universities, etc., and preferred allocations of scholarships to educational institutions will be made according to their efforts of providing employment support and actual status of employment.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 79> [Roadmap 61]

- In order to promote the employment of international students in Japan, the Ministry of Justice, the Ministry of Education, Culture, Sports, Science and Technology and universities, etc. will continue to collaborate to hold workshops (opinion exchanges) so that support can be effectively given in the consultation on careers at universities, etc., to international students who wish to change their status of residence in view of the simplification of procedures to change the status of residence of "Student" to the status of residence based on employment.

[Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 80>

- In order to promote the provision of information for international students who wish to enter higher education institutions and to promote the acceptance of international students in accordance with the needs of domestic companies, consolidated information will be publicized with the cooperation of the relevant overseas bases to showcase the attractiveness of studying in Japan, including future career paths such as employment in Japan after graduation.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 81>

- Programs will be provided to educate instructors of training sessions of long-term care facilities to improve skills of foreign care workers and training sessions for foreign nationals, and the program of student loans for students enrolled in certified care worker training facilities, including international students, who will be exempt from repayment when engaged in long-term care services, will be further promoted.

In addition, support will be promoted considering the status of recommendations in the field of future long-term care in benefit-type scholarship programs for international students enrolled in a Japanese

university and show excellence in terms of academics and character but have difficulty pursuing their studies due to economic reasons.

[Ministry of Health, Labour and Welfare, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 82>

- To promote internships to give international students opportunities to contact companies, efforts will be made to disseminate the details of the activities and the procedures for the status of residence to universities and companies, etc., and the procedures necessary for international students to work in Japan after graduation will be continuously disseminated to universities and companies, etc.

[Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 83>

- Acceptance of internships for international students in Japan and from overseas in companies will be promoted through briefing sessions and seminars at the Foreign Residents Support Center (FRESC).

[Ministry of Justice, Ministry of Health, Labour and Welfare, and Ministry of Economy, Trade and Industry] <Policy No. 84>

- The internship guidelines for the status of residence of "Designated Activities" (No. 9) established in FY2020 will be disseminated and further appropriate use of the system will be promoted.

[Ministry of Justice] <Policy No. 85>

- The ministry will disseminate information relating to employment of international students in Japan through the Japanese Embassies and Consulates, considering the efforts based on the Comprehensive Measures.

[Ministry of Foreign Affairs] <Policy No. 86>

- Career consultants who are familiar with international students and corporate practices (such as diversity management) will be fostered through classes and other sessions for career consultants.

[Ministry of Health, Labour and Welfare] <Policy No. 87>

- Cases of companies which success empowerment and job retention of foreign nationals by proactively carrying out career consulting for their employees including the former international students, etc. will be compiled and disseminated.

[Ministry of Health, Labour and Welfare] <Policy No. 88>

- "Consortiums for promoting employment of highly-skilled foreign professionals in regional areas" have been formed by the Japan External Trade Organization (JETRO), economic organizations, local governments and other stakeholders to support international students in finding

employment and settling into Japanese companies or other workplaces in Japan in the respective regions.

[Ministry of Economy, Trade and Industry] <Policy No. 89>

(ii) Support at work

- For effective communication between Japanese employees and foreign national employees in workplaces, in order to provide opportunities for bi-directional education, educational video training materials and guidebooks on ways of learning will be publicized to companies, etc. and the local governments and support organizations in the regions providing business consultation services to companies, etc. will be urged to utilize them.

[Ministry of Economy, Trade and Industry] <Policy No. 90> [Roadmap 57]

- Careful consultation will continue to be provided to foreign job seekers through the placement of interpreters, utilization of the Multilingual Contact Center, which is capable of responding in 14 different languages, and multilingual speech translation devices, automatic translation of job-opening information, use of the database on businesses employing foreign nationals by staff of the ministry, and so on.

[Ministry of Health, Labour and Welfare] <Policy No. 91> [Roadmap 59]

- Stable employment and job retention will be promoted at the employment service for foreign workers or elsewhere, through assignment of specialized counselors for occupational consultation, provision of information on job offers for which settled foreign nationals easily apply, and collaboration with the one-stop consulting counters established by the local governments. In addition, the training projects for foreign residents to improve communication skills and gain an understanding of business etiquette in the Japanese workplace (projects to support employment and retention of foreign nationals) will continue to be steadily implemented.

[Ministry of Health, Labour and Welfare] <Policy No. 92> [Roadmap 59]

- We will provide training for international students with the goals of improving communication skills and acquiring knowledge of employment practices in order to be able to settle in the workplace, using “The Sample Training Curriculum to Support International Students Searching for Career Opportunities in Japan.” Furthermore, we will promote effective communication methods in the workplace with the business owners, the human resources and labor representatives, and the workplace supervisor through seminars, etc. aimed at business owners, utilizing “A Collection of Key Points and Example Sentences Useful for Labor Management of Workplaces with Foreign Employees” and “The Handbook of Actions after Employing or Hiring International Students.”

<Reposted> [Ministry of Health, Labour and Welfare] <Policy No. 69>

[Roadmap 59]

- In order to make it possible to define and evaluate Japanese communication skills in working situations of foreign workers, a tool that considers companies' needs and is designed for foreign workers working in Japan has been provided as a "model" to companies.
[Ministry of Health, Labour and Welfare] <Policy No. 93>
- E-learning materials will be developed and provided for technical intern trainees to learn practical Japanese vocabularies and phrases for their job during their preparation classes before and after entering Japan, or during the training period.
[Ministry of Health, Labour and Welfare] <Policy No. 94>
- In addition to providing settled foreign nationals with job training suitable for their Japanese language skill levels, the government will drive the initiative to dispatch job training coordinators for settled foreign nationals in accordance with the situation of each prefecture. Furthermore, the government will help local governments that wish to provide job training programs suitable for participants' Japanese language skill levels by collecting and promoting good practices.
[Ministry of Health, Labour and Welfare] <Policy No. 95> [Roadmap 63]
- Efforts will be made to promote workers' career development through publicity of the system of human resources development support subsidies, and support will be provided for business owners who work on vocational training for workers, including foreign nationals.
[Ministry of Health, Labour and Welfare] <Policy No. 96> [Roadmap 64]

(iii) Ensuring appropriate work conditions, etc.

- The following measures will be taken to promote communication between an employer and foreign workers, and to assist in the efforts of employers to retain foreign workers.
 - To disseminate the "Collection of Points and Example Sentences That Can Be Used in Labor Management at Workplaces with Foreign Employees," the "Multilingual Glossary Helpful for Employment Management," in which frequently used words and sample sentences in documents such as labor contracts are provided in plain Japanese and translated into foreign languages, and the plain Japanese version of the model working rules to employers, foreign nationals, and the relevant organizations such as Hello Work, in order to prevent troubles concerning working conditions, etc. between employers and foreign workers and promote the creation of workplaces in which both Japanese and foreign workers can work comfortably.
 - To publicize the subsidies for the efforts of employers to improve employment management that will reflect the circumstances specific to foreign nationals to facilitate its use, in order to enable foreign nationals

to fully understand their working conditions, continue to work with ease and satisfaction under proper treatment conditions, and demonstrate their abilities.

- To communicate the "list of Can-do descriptions," created based on findings from the projects to support employment and retention of foreign nationals, and other helpful information, to companies, etc. employing foreign nationals.
- To reinforce dispatch of information on labor conditions and other support measures in "plain Japanese" as the language that both employers and foreign workers can understand, as well as in multiple languages (web pages, SNS, brochures, etc.).

[Ministry of Health, Labour and Welfare] <Policy No. 97> [Roadmap 62]

- We will formulate a curriculum for the acquisition of knowledge, know-how, and so on regarding general employment management to ensure the promotion of initiatives for the improvement of employment management of the business owner and the settlement of foreign workers in the workplace, and we will provide an employment and labor management course on a trial basis for business owners who employ foreign workers.

[Ministry of Health, Labour and Welfare] <Policy No. 98> [Roadmap 62]

- The labor standards inspection offices will make sure employers are aware of compliance with labor-related laws and regulations. In addition, Hello Work will also work to disseminate and publicize information on the system of the notification of the employment status of foreign nationals and the guidelines for foreign employee management to employers, actively hold foreign employee management seminars, and expand provisions of advice and guidance for improvement of employment management in order to assist employers in retaining foreign employees in the workplace.

In addition, the necessary system will be prepared in order to ensure the proper working conditions and employment management of foreign workers.

[Ministry of Health, Labour and Welfare] <Policy No. 99>

- With regard to the Technical Intern Training Program, there are still many cases of unfair acts. For this reason, the Immigration Services Agency and the Organization for Technical Intern Training will maintain strengthened cooperation to exchange information on the status of immigration and residence of technical intern trainees and the current situation of implementing organizations, etc., and identify the current status of technical intern trainees who belong to implementing companies and organizations more surely and in a timely manner, through which the system will be reinforced in which the regional immigration bureaus and the Organization for Technical Intern Training will conduct prompt and effective on-site inspections. Moreover, an integrated system for support

and guidance functions will be established to allow the Organization for Technical Intern Training to deal with problematic cases more swiftly.

In addition, the operational system of the Organization for Technical Intern Training will be structured to enable smooth and appropriate cooperation to exchange information with the Immigration Services Agency based on the conditions of implementation of the Technical Intern Training Program after the enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees, thereby ensuring more proper implementation of the Technical Intern Training Program and protecting technical intern trainees. At the same time, introduction of online application and other procedures will also be discussed.

Furthermore, the survey on supervising organizations and implementing organizations conducted by the regional immigration bureaus in cooperation with the Organization for Technical Intern Training as required will be strengthened, and efforts will be made for more appropriate implementation of the system by taking prompt and strict administrative dispositions, etc.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 100>

- To prevent occupational accidents of foreign workers, employers have to apply the general occupational safety measures, as well as conduct occupational safety and health education in a way that foreign workers are able to understand clearly. To support these efforts, MHLW takes various initiatives, including the dissemination of multilingual audiovisual teaching materials, the proposal of efficient and effective methods of safety and health education for foreign workers, and the development of safety displays with illustrations for visualizing danger.

In addition, using these support materials, we provide seminars about occupational safety and health management that explain the key points of safety and health management for companies that employ foreign workers with the aim of preventing occupational accidents involving foreign workers.

[Ministry of Health, Labour and Welfare] <Policy No. 101>

- The languages used by the "Foreign Workers Consultation Corner" established in the prefectural labor bureaus and the labor standards inspection offices, the "Telephone Consultation Service for Foreign Workers" for those who are unable to visit the consultation corner and the "Labour Standards Advice Hotline" open for labor-related consultations when the labor standards inspection offices are closed are now available in 14 languages (including Japanese), and the ministry will continue to keep those consultation services reliably available.

[Ministry of Health, Labour and Welfare] <Policy No. 102>

- Consideration will be given to multilingualization of consultations and

advice relating to problems such as harassment and dismissal, etc. in the workplace by using the "Multilingual Contact Center" (telephone interpreters), established in all of the Employment Environment and Equal Employment Departments (Offices) of the prefectural labor bureaus and Consultation Counters on General Labor Matters.

[Ministry of Health, Labour and Welfare] <Policy No. 103>

- The trends in industrial accidents of foreign workers, their causes, etc. will be analyzed using information taken from the "Workers' Death, Injury and Disease Reports," reported by business owners to the directors of the competent labor standards inspection offices and this information will be used in future measures to prevent industrial accidents.

[Ministry of Health, Labour and Welfare] <Policy No. 104>

- In order to further promote the use of the Specified Skilled Worker System, information seminars, etc. for foreign nationals who wish to work as specified skilled workers and companies wishing to employ specified skilled workers will be held.

Given the status of implementation of those measures, in order to encourage further matching of intentions of foreign nationals in Japan and abroad who wish to work as the specified skilled workers with the needs of small and medium-sized businesses and other accepting organizations with less experience in employment of foreign nationals, the relevant ministries and agencies will cooperate with each other to consider methods of employment support based on the working situations specific to each field. At the same time, the Immigration Services Agency will consider implementing measures to provide foreign nationals in Japan and abroad wishing to work as specified skilled workers and organizations wishing to accept them with detailed information and publicity on the Specified Skilled Worker System.

[Ministry of Justice, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and agencies] <Policy No. 105>

- To assist foreign nationals including Ukrainian evacuees with work, the relevant organizations of municipalities and NPOs and the public employment security office, Hello Work, cooperate to promote initiatives to conduct conscientious work assistance, and also aim to enhance the support such as through effective information communication concerning the contents of the work assistance provided by Hello Work.

[Ministry of Health, Labour and Welfare] <Policy No. 106>

- Statistical surveys, etc. will continue to be conducted so that the employment types, wages and other aspects of foreign nationals who intend to work in Japan can be ascertained.

[Ministry of Health, Labour and Welfare, and Ministry of Justice] <Policy No. 107>

- It has been pointed out that in the Technical Intern Training Program, there are actual circumstances in which some technical intern trainees have experiences of improper treatment by the supervising organizations, the implementing organizations and the sending organizations, and based on the actual circumstances of improper treatment related to technical intern trainees becoming pregnant and giving birth to a child, we will once again thoroughly inform the supervising organizations and the implementing organizations and the technical intern trainees about the cautions and systems that can be used in the case of technical intern trainees becoming pregnant or giving birth to a child.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 108>

D. Support for senior foreign nationals, etc.

- In order to inform foreign nationals of the pension system so that they can receive pension benefits in their senior years, The government will continue the existing promotional and publicizing activities such as distributing multi-lingual brochures, publishing information on the website of the Japan Pension Service and the Daily Life Support Portal for Foreign Nationals of the Immigration Services Agency and it will consider further enhancement measures. In addition, in order to make the promotional and publicizing efforts more effective, the government will consider expanding opportunities for promotion and publicity.

[Ministry of Health, Labour and Welfare] <Policy No. 109> [Roadmap 65]

E. Initiatives common to all life stages

- In particular, with regard to fields related to the life and health of foreign nationals such as medical care, health care, disaster prevention measures, services for child education, childcare and other child-support services, fields related to labor-related laws and regulations, social insurance (medical insurance, pension, long-term care insurance, labor insurance), information and consultation services in the areas of residence procedures, and contracts for private rental housing, a multilingual services environment will be created in stages to provide information and consultation in the mother languages of the foreign nationals, considering the number of foreign residents of each nationality in that region.

[Children and Families Agency, Consumer Affairs Agency, Ministry of Justice, Ministry of Internal Affairs and Communications, Ministry of Health, Labour and Welfare, Ministry of Education, Culture, Sports, Science and Technology, Ministry of Land, Infrastructure, Transport and Tourism, and other relevant ministries and agencies] <Policy No. 110> [Roadmap 66]

- Based on the results of discussions at the “Study Group on the Training of Support Coordinator for Foreign Nationals” and the “Council for Formulation of Training Curriculum, etc. for Support Coordinator for Foreign Nationals,” we will continue to implement training programs to develop professionals who can provide appropriate support to foreign nationals facing problems in their daily lives, while taking into account the opinions of experts and others, and will also consider how the certification system for highly specialized support professionals.
<Reposted> [Ministry of Justice] <Policy No. 6> [Roadmap 4 (reposted: 31, 67 & 88)]

- Opinions that contribute to the planning and drafting of measures for harmonious coexistence with foreign nationals will be collected from a broad range of stakeholders and experts, including local governments, companies, and foreign national support groups, through the hearings with the relevant parties by the Immigration Services Agency, Immigration Control and Residency Management Policy Discussions Panel, Immigration Control Administration Meetings held by each of the Regional Immigration Services offices, and other forums. Moreover, opinions will also be collected from foreign individuals themselves, for example through the "Opinion Box" which accepts opinions as to harmonious coexistence measures in multiple languages, established on the website of the Immigration Services Agency.

By appropriately reflecting the opinions collected through those efforts in the process of planning, drafting, and implementing harmonious coexistence measures and developing a human resources system to develop an environment to accept foreign nationals, including strengthening the support for and cooperation with local governments, etc. and sharing information on the efforts for harmonious coexistence measures nationwide, the Immigration Services Agency will strengthen its comprehensive coordination functions to develop an environment for acceptance of foreign nationals, and continue to demonstrate those functions fully.

<Reposted> [Ministry of Justice] <Policy No. 21> [Roadmap 16 (reposted: 68 & 78)]

- We will conduct surveys based on these results so that the Basic Survey on Foreign Residents will further contribute to the planning and drafting of the harmonious coexistence measures, with the purpose of properly identifying the situation of foreign nationals and the problems that foreign nationals face in their work life, daily life and social life. The results obtained from these surveys will be shared with the relevant ministries and agencies, and will be suitably reflected in the planning, drafting, and implementing of the harmonious coexistence measures. In addition, we will continue to consider other surveys of harmonious coexistence.
<Reposted> [Ministry of Justice] <Policy No. 22> [Roadmap 16 (reposted:

68 & 78)]

- A nationwide system to provide information on hospitals and pharmacies in foreign languages and by smartphone has been established, and operation began in April 2024. The provision of information through this system will continue to be enhanced.

[Ministry of Health, Labour and Welfare] <Policy No. 111>

- With regard to foreign nationals, the routine vaccination rates implemented based on the Immunization Act will be improved without interruption. Efforts for measures against infectious diseases will be made by disseminating to foreign nationals staying in Japan for a medium to long term in multiple languages (13 languages) the fact that it is desirable to check their vaccination history of measles and rubella before they enter Japan, and to appropriately conduct pre-entry screening, starting with tuberculosis.

[Ministry of Health, Labour and Welfare, Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 112>

- The taking out of an overseas travel insurance will be promoted on the basis that foreign tourists to Japan will bear appropriate expenses so that they will be able to receive medical treatment without concern and return safely, even in emergencies such as an unexpected illness or injury.

[Ministry of Land, Infrastructure, Transport and Tourism, Financial Services Agency, Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 113>

- In order to prevent foreigner-related traffic accidents, the police, cooperating with local governments and relevant agencies, will provide knowledge of Japanese traffic rules by providing traffic safety education and conducting publicity/enlightenment activities on traffic safety.

Public relations awareness activities, such as expansion of the National Police Agency website regarding driving license examination procedures for foreign nationals, will be conducted.

In addition, all of the prefectural police will be requested, according to the actual situation of the region, to respond in plain Japanese, and promote further multilingualization with regard to checking driving knowledge at the time of exchanging a foreign driving license for a Japanese driving license, and to multilingualize written tests when acquiring a new driving license.

In parallel, the National Policy Agency will create examples of foreign languages questions.

In order to prevent illegal acquisition of Japanese driving licenses using forged driving licenses, the collection of information relating to foreign driving license systems will be strengthened.

[National Police Agency] <Policy No. 114>

- The use of a three-way call system maintained by all prefectural police to respond promptly and accurately to emergency "Dial 110" calls from foreign nationals will be promoted, and devices equipped with multilingual translation functions will be utilized in order to facilitate smooth communication with foreign nationals at the site of incidents and accidents. In addition, efforts will continue to be made to place staff members capable of responding in foreign languages and implement education such as language training, etc. and responses concerning various procedures, including those for accepting reports of lost property and receiving found articles, in foreign languages will continue to be promoted. Furthermore, when a foreign national becomes a party to criminal proceedings, securing appropriate interpreters will be promoted continuously.

[National Police Agency, and Ministry of Justice] <Policy No. 115>

- Crime prevention measures will be enhanced through means such as the implementation of routine visits to homes and workplaces in corporation with interpreters, courses on Dial 110 calls and classes on crime prevention for foreign nationals, and joint patrols together with voluntary crime prevention groups. Efforts will be made to prevent foreign nationals from becoming victims of crime and to prevent the penetration of criminal organizations into the foreign national communities with cooperation with the relevant administrative organizations.

[National Police Agency] <Policy No. 116>

- In order for foreign nationals to be able to look for and live in housing without any problems, support will be provided to activities aimed at foreign residents of the housing support councils across the country, and proactive measures will be promoted, in cooperation with real estate-related groups, to realize a society of harmonious coexistence, such as providing multilingual information and securing property introductions in order to secure housing for foreign nationals.

For this purpose, the "Guidelines for Facilitating Looking for and Moving in Rental Housing for Foreign Nationals" responding in 14 languages, which contains practical service manuals for landlords and rental agencies as well as standard apartment contracts in foreign languages and other information, the "Apartment Search Guidebook" for foreign nationals, which contains how to find an apartment in Japan, documents required at the time of signing a contract, and other housing formalities, etc. and the "Guide to Looking for a Home" which compiles basic information helpful to foreign nationals who are looking for an apartment in plain Japanese, etc. will continue to be widely disseminated and publicized by promoting them on websites and through training sessions, etc. for the relevant business operators, together with the importance of a society of harmonious coexistence. At the same time, the system of rental liability guarantee firm registration and other relevant systems will be disseminated so that

foreign nationals will be able to use the rental liability guarantee services in the same way as Japanese nationals, and will be able to enter into contracts without unfair discrimination.

In addition, the guidebooks for tenants prepared by real estate-related groups, which contain the Specified Skilled Worker System and the Technical Intern Training Program, as well as the practical affairs of housing and acceptance of foreign nationals who will enter the country, based on these new statuses of residence or program, will be widely disseminated and publicized among the registered support organizations, the real estate owners and other people, and continued efforts will be made to offer free consultation concerning acceptance of housing for foreign nationals to respond to concerns, etc. of landlords. Pursuant to the Act on Promoting Supply of Rental Housing to Persons Requiring Housing Support (Housing Safety Net Act), promote registration, provision of housing information, and housing support on rental housing that are intended for the promotion of smooth move-in for persons requiring housing support, including foreign nationals.

In particular, housing support for foreign nationals will be further promoted through the proactive provision of information relating to the housing support councils that provide services for foreign nationals, the housing support corporations, registered rental liability guarantee firms and registered housing to the organizations and consultation offices that support the employment and general living of foreign nationals.

[Ministry of Land, Infrastructure, Transport and Tourism] <Policy No. 117>

- With regard to public housing, requests have been made to the local governments to treat foreign nationals as qualified to apply for housing as is the case with Japanese nationals, and such efforts by the local governments will be further promoted.

With regard to the rental housing of the Urban Renaissance Agency, the efforts to ensure a society of harmonious coexistence with foreign nationals (distribution of foreign language leaflets for residents, assignment of interpreters at the Administration service offices, and holding of exchange events among residents), which are being implemented in areas where there are large numbers of foreign nationals, will be promoted.

[Ministry of Land, Infrastructure, Transport and Tourism] <Policy No. 118>

- In cooperation with the relevant ministries and agencies, dissemination to the accepting companies will be conducted with the aim to improve the convenience for foreign nationals when using financial services such as opening accounts (including remittances, credit transfers and use of debit cards), and to prevent them from being involved in crimes such as money laundering and account trading, making use of the pamphlets for foreign nationals in 16 languages, including plain Japanese, and the booklet for accepting organizations.

In addition, we will continue to encourage financial institutions to promote efforts to improve the convenience for foreign nationals when using financial services such as opening accounts, referring to the "Points to Consider When Serving Foreign Customers" and "Best Practices of the Treatment of Foreign Nationals."

Furthermore, we will continue to encourage financial institutions to make efforts that would contribute to countermeasures against special frauds and money laundering, including improvement of internal rules and other guidelines, such as accurately identifying the period of stay of foreign nationals to appropriately manage their accounts.

[Financial Services Agency] <Policy No. 119>

- The accepting organizations will provide necessary support to specified skilled workers and technical intern trainees so that they will be able to smoothly open a savings or deposit account at a financial institution.

[Ministry of Justice] <Policy No. 120>

- We will conduct the system of wage payments to the accounts of funds transfer service providers properly and provide information about the system to the workers, employers, and funds transfer service providers.

The promotion of understanding of the system while using the multilingual leaflets also will be conducted especially for foreign workers.

[Ministry of Health, Labour and Welfare, and Financial Services Agency] <Policy No. 121>

- From the perspective of facilitation of contracts and use of mobile phones by foreign residents, continued efforts will be made to promote provision by mobile phone operators of multilingual services and facilitate identity verification using a residence card, so that foreign nationals who cannot speak Japanese will not be uniformly hindered from entering into a contract.

[Ministry of Internal Affairs and Communications] <Policy No. 122>

- With regard to the procedure for enrolling in social insurance, efforts will focus on encouraging the businesses that employ foreign nationals and the foreign nationals who are being employed to enroll in social insurance such as implementing planned administrative guidance rendered on places of business, such as calling on business owners, on-site administrative guidance, and the conducting on-site inspections. At the same time, with regard to the National Health Insurance program, the municipal authorities will take measures to promote enrollment using the information on pension insured persons at the time of the foreign national leaving work or on other occasions.

[Ministry of Health, Labour and Welfare] <Policy No. 123>

- Support will be provided for the efforts of local governments to promote

enrollment in the National Health Insurance program of foreign nationals, such as financial support through the system of specially adjusted grants, for the expenses required for publicizing the National Health Insurance program for foreign nationals.

[Ministry of Health, Labour and Welfare] <Policy No. 124>

- Efforts will be made to promote enrollment in social insurance by business offices employing foreign nationals and the foreign nationals themselves at the time of changing their status of residence or extending their period of stay at the Regional Immigration Services Offices, or at the time of acceptance of offers for posting job offerings at Hello Work through cooperation among the relevant administrative organizations.

Therefore, the status of fulfillment of obligations under the social insurance system will be appropriately confirmed in the examinations relating to the acceptance of specified skilled workers, and acceptance will not be permitted to accepting organizations that have, to a certain extent, been delinquent in paying the required social insurance premiums. In addition, the Ministry of Justice will work on promoting enrollment in social insurance by providing the Ministry of Health, Labour and Welfare, etc. with information on the identification matters of foreign nationals who have been given landing permission or permission to change their status of residence, as well as information on the organizations of affiliation, and on accompanying family members, and by the relevant organizations conducting the prescribed confirmation and application of enrollment using the information and, where necessary, providing guidance on enrollment. In addition, with regard to the National Health Insurance program and national pensions, measures will be taken such as denying permission for applications for extension of period of stay and applications for permission to change the status of residence of those who have, to a certain extent, been delinquent in paying the insurance premiums. Regarding the provision of information from the Ministry of Justice to the Ministry of Health, Labour and Welfare, and efforts pertaining to such as applications for extension of period of stay, with regard to the specified skilled workers above-mentioned, continued consideration will be given to take the same kind of measures with regard to foreign nationals with other statuses of residence. In addition, considerations will be given to establish the necessary systems for preventing delinquency of foreign residents, such as ensuring the Ministry of Justice receives information from relevant administrative organizations regarding the performance status of foreign residents' social insurance payment obligations and appropriately takes it into account in residence examinations.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 125>

- The ministries will continue to ensure communication of information on living support for foreign nationals provided by each ministry, agency, etc.

and matters that require attention to prevent the spread of COVID-19, etc. by compiling and posting them on “A Daily Life Support Portal for Foreign Nationals”.

[Ministry of Justice] <Policy No. 126>

4. Smooth and appropriate acceptance of foreign nationals

(1) Current situation and issues

A. Employment support for specified skilled workers and other measures, etc.

- For the purposes of operating the Specified Skilled Worker System, it is necessary to ensure that specified skilled workers are not excessively concentrated in the metropolitan areas or other specific areas, so that they may solve local labor shortages and connect to local sustainable development.
- Some foreign nationals in Japan and abroad who wish to work with the status of residence of "Specified Skilled Worker" have little chance to access recruitment information, while some small or medium-sized businesses have less experience in employment of foreign nationals, and are not necessarily familiar with how they can effectively provide information on job offers.
- How companies who wish to accept foreign nationals will be matched with foreign nationals is a critical issue in further promoting proper acceptance.

B. Initiatives to ensure the smooth operation of the Employment-for-Skill-Development Program and the Specified Skilled Worker System

- It is pointed out that the Technical Intern Training Program has issues such as a discrepancy between the purpose of the program and the actual operation of the program as well as inconsistencies for fields with the Specified Skilled Worker System. In addition, in light of the serious labor shortage and intensive international competition for human resources, it has become an important issue to secure foreign human resources appropriately.
To address these issues, it is necessary to establish the Employment-for-Skill-Development Program to replace the Technical Intern Training Program, and to promote initiatives to ensure the smooth operation of the program.
- With regard to the Specified Skilled Worker System, it is necessary to continue to examine the fields to be accepted based on the labor shortage situation in each industrial field, as well as to improve the acceptance environment in each region as the number of accepted foreign workers is expected to increase.
- In addition, in order for many foreign nationals in Japan and abroad to work as specified skilled workers, etc., it is necessary to take various measures, including the smooth implementation of the Specified Skilled

Worker exams, and to ensure that exams are conducted smoothly to check their skill levels and Japanese language proficiency, regardless of whether they are in Japan or abroad.

- It is also pointed out that the procedures for the Specified Skilled Worker System are complicated and difficult to understand because each sending country has a different sending procedure, and the accepting organizations should take different procedures in certain fields. For this reason, it is necessary to provide accepting organizations, foreign nationals who wish to work as specified skilled workers, and foreign governments with detailed information on the Specified Skilled Worker System, including the sending and application procedures.

C. Elimination of malicious intermediary organizations, etc.

- In order to ensure that deserving foreign nationals are able to safely visit, live and work in Japan, it is necessary to take measures to prevent intervention by malicious intermediary organizations (brokers), such as those collecting deposits or penalties from foreign nationals intending to come to Japan.
- It is also necessary to promote appropriate domestic measures as there is the concern that employment placement services providers may repeatedly receive rewards from employers by deliberately having foreign nationals change their jobs multiple times.

D. Expansion of the Japanese language education base abroad, etc.

- Amid an increasing demand for human resources from abroad, it is necessary to improve Japanese language education in other countries and disseminate information on the culture, society and other aspects of Japan in order to ensure that talented human resources with Japanese language skills that are able to live and work in Japan shortly after coming are continuously being cultivated in other countries, and to promote the development of a system through the implementation of tests that are capable of appropriately measuring Japanese language skills, development of an appropriate curriculum and teaching materials, the training of Japanese language teachers, and the dispatch of experts abroad.
- It is also important to proceed with support for fostering human resources for acquisition of appropriate skills.

(2) Specific policies

A. Employment support for specified skilled workers and other measures, etc.

- In order to prevent the concentration of specified skilled workers in a specific area, such as a metropolitan area, and match the intentions of foreign workers in Japan and abroad who wish to work in Japan with the needs of enterprises with less experience in employing foreign workers who wish to employ foreign workers, including small or medium-sized

businesses, the following measures will be taken in consideration of the situation specific to each field under the Specified Skilled Worker System.

- Introduction of excellent cases such as recruitment pertaining to acceptance, preparation of a living environment and human resource development, and provision of information to promote collaboration among business operators such as joint corporate PR activities, lodging arrangements, training, etc. (16 fields)
- Holding of regional seminars for companies and foreign nationals (16 fields)
- Provision of guidance through field-specific councils to ensure that strict actions will be taken, such as formation of agreements by the councils per field in order to prevent poaching (16 fields)
- Implementation of a skills evaluation exam in the regional areas (16 fields)
- Granting of subsidies for the necessary expenses to prefectures which implement job-matching between foreign nationals who wish to work in Japan as specified skilled workers and companies who wish to employ specified skilled workers (may be entrusted to an appropriate organization) (Field of "Long-term care")
- Provision of support for implementation of training for long-term care skill improvement, support for promotion of the development of a better environment for independent learning of Japanese used in "Long-term care" situations, and support for consultation services, etc., the main goal of which is to make it easier for foreign workers to work in the field of long-term care (Field of "Long-term care")
- At the time of the issuance of a certificate to prove passing of a skills evaluation exam, increase of the amount of the fees to be collected from accepting organizations in the over-concentrated areas (Field of "Building cleaning management")
- Provision of job-matching services through the aggregation of information on job offers throughout the country, by corporations to do operations related to the acceptance of specified skilled workers. In order to prevent substantial disparity in treatment between urban areas and regional areas, the corporation will positively pick out local job offers and give accepting companies advice and guidance on revisions of recruitment conditions (Field of "Construction industry")
- Pick out of, and support for, autonomous efforts of cooperation between business operators in the region (Field of "Automobile repair and maintenance")
- Promotional activities such as job fairs to increase the number of examinees for specified skilled workers, and holding of job-matching events for employment of successful examinees. (Field of "Accommodation industry")

[Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and

agencies] <Policy No. 127> [Roadmap 94, 95, 96 & 97]

- In taking necessary measures to prevent the concentration of specified skilled workers in a specific area, such as a metropolitan area, and match the intentions of foreign nationals in Japan and abroad who wish to work in Japan with the needs of companies with less experience in employing foreign nationals who wish to employ foreign nationals, including small and medium-sized businesses, the number of specified skilled workers residing in Japan and other necessary information will be provided to the relevant ministries and agencies in charge of accepting specified skilled workers. A mechanism to provide foreign nationals with information on accepting organizations will be built, and the functions to ascertain and analyze the situation of labor shortages in the regions and the situation of the acceptance of specified skilled workers need to be reinforced.
[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 128>

- The advantages of working in the regional areas in cooperation with local governments will be publicized and the support to local governments through the subsidies for development of an environment to accept foreign nationals will continue to be promoted.
[Ministry of Justice] <Policy No. 129>

- With regard to the following efforts, although they are not necessarily specific to foreign nationals, it is thought that promoting these measures will contribute to the promotion of employment in the region.
 - Implementation of strong financial support including regional financial funds for the efforts of the housing support corporations in rural areas which introduce housing and local governments which lower rents or otherwise provide rent subsidies.
 - Promotion of efforts to raise wages such as ensuring proper trade relationships between prime contractors and subcontractors and improvement of wages in fields where the service price is determined officially, such as the field of long-term care.
[Ministry of Health, Labour and Welfare, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Economy, Trade and Industry, and Fair Trade Commission] <Policy No. 130>

- In order to further promote the use of the Specified Skilled Worker System, information seminars, etc. for foreign nationals who wish to work as specified skilled workers and companies wishing to employ specified skilled workers will be held.
Given the status of implementation of those measures, in order to encourage further matching of intentions of foreign nationals in Japan and abroad who wish to work as the specified skilled workers with the needs of small and medium-sized businesses and other accepting organizations

with less experience in employment of foreign nationals, the relevant ministries and agencies will cooperate with each other to consider methods of employment support based on the working situations specific to each field. At the same time, the Immigration Services Agency will consider implementing measures to provide foreign nationals in Japan and abroad wishing to work as specified skilled workers and organizations wishing to accept them with detailed information and publicity on the Specified Skilled Worker System.

<Reposted> [Ministry of Justice, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and agencies] <Policy No. 105>

B. Initiatives to ensure the smooth operation of the Employment-for-Skill-Development Program and the Specified Skilled Worker System

- To optimize the Specified Skilled Worker System and start the operation of the Employment-for-Skill-Development Program through the Act on Partial Revision of the Immigration Control and Refugee Recognition Act and the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees promulgated in June 2024, the expected number of acceptance and the field to be accepted for both systems will be established and revised. In addition, to tighten the requirements of registered support organizations and supervising and support organizations and specify the requirements and procedures for employer change under the Employment-for-Skill-Development Program, as well as the policies for providing incentives to excellent supervision support organizations and Employment-for-Skill-Development organizers, we will prepare for optimizing the Specified Skilled Worker System and starting the operation of the Employment-for-Skill-Development Program by developing cabinet orders and ministerial ordinances and formulating field-specific operation policies, and implement initiatives that ensure the appropriate and smooth operation of systems, including the establishment of systems at Employment-for-Skill-Development Organization and Hello Work. Furthermore, when formulating field-specific operation policies, we will add fields, determine the expected number of acceptance, and set a limited period for employer change while appropriately taking into account the characteristics of each field.

With regard to measures to improve Japanese language proficiency, the quality of Japanese language education will be improved by utilizing the system established in the Act on the Accrediting of Japanese-Language Institutes to Ensure Appropriate and Reliable Implementation of Japanese-Language Education. Specifically, consideration will be given to the standard number of class hours, educational content, etc. for Japanese language courses equivalent to passing a test equal to or higher than A1 (Japanese Language Proficiency Test N5, etc.), which is a

requirement before starting work. It will be also given to the standards for Japanese language ability development targets and content, etc., included in the Employment-for-Skill-Development Plan, and the incentive measures, etc., to encourage accepting companies to improve the Skill Development Employees' Japanese language ability. In addition, consideration will be given to the introduction of a new test to assess Japanese language proficiency and measures to ensure sufficient opportunities for foreign nationals to take the test. Furthermore, support will be provided for Japanese-language learning in the home countries of foreign nationals through developing Japanese-language teaching materials, dispatching Japanese-language experts to each country to train local Japanese-language teachers, and providing support for the purchase of Japanese-language-teaching materials. Additionally, to ensure adequate human resource development and recruitment in regional areas, regional councils will be established and utilized, and local governments will be encouraged to actively participate in regional councils from the perspective of regional industrial policy, promoting the development of an environment for accepting foreign nationals.

[Ministry of Justice, National Police Agency, Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 131> [Roadmap 93]

- From the standpoint of smoothly implementing skill exams and Japanese language tests under the Specified Skilled Worker System in Japan and abroad, the following measures will be taken.
 - Implementation of skill exams and Japanese language tests in Japan and in countries that have created a Memorandum of Cooperation (MOC) will be promoted. As for the exams held overseas, the countries will be expanded, where such exams are implemented, as well as frequencies. As for the exams held in Japan, the local cities will be expanded, where those are implemented. Both actions will be in cooperation with the relevant ministries and agencies in charge of accepting specified skilled workers. Implementation of Japanese language tests will be promoted based on the situation of skill exams, needs for the acceptance of human resources and other relevant factors. Furthermore, efforts to encourage those wishing to work as specified skilled workers in Japan to take skill exams and Japanese language tests will be promoted.
 - Given that the evaluation of Japanese language tests conducted by each testing organization using a common index is now possible with the help of the report the "Framework of Reference for Japanese Language Education," utilization of new Japanese language tests will be considered based on the guideline that the Immigration Services Agency made and published by the ministries and agencies in charge of

accepting specified skilled workers, as necessary, and the Immigration Services Agency will make appropriate consideration, including verification of the appropriateness of these tests based on their levels as tests that measure the Japanese proficiency of Specified Skilled Workers (i), as well as how to prevent fraud, etc., in cooperation with the ministries and agencies in charge of the system.

[Ministry of Justice, Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 132>

- The latest information on the Specified Skilled Worker skill exams and Japanese language tests will be provided uniformly in multiple languages on the Immigration Services Agency website, etc. Methods of dissemination will be expanded, for example, through proceeding the provision of multilingual information about exams on websites so that both foreign nationals and accepting organizations can access necessary test information.

[Ministry of Justice] <Policy No. 133>

- In order to ensure proper and smooth sending and acceptance, a system will be constructed to consult periodically or from time to time with the countries that have created a Memorandum of Cooperation (MOC) and others.

[Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 134>

- Efforts will be made to actively clarify career paths at field-specific councils and elsewhere, such as, for example, indicating that foreign nationals will be guaranteed the same amount of remuneration that Japanese nationals would receive for the same kind of work, and showing that they will be able to receive greater remuneration by enhancing their skills, or indicating what kind of activities they will be able to engage in after returning home.

[Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and agencies] <Policy No. 135> [Roadmap 94, 95, 96 & 97]

- With regard to supervision of proper working for specified skilled workers in the construction industry, under the policy of "facilitating proper working, etc. by foreign construction workers through the utilization of the Construction Career Up System or the like" ("Policy on Diffusion of Individual Number Cards and Promotion of Utilization of Individual Numbers" (decision of the Digital Government Ministers' Meeting held on June 4, 2019)).

[Ministry of Land, Infrastructure, Transport and Tourism] <Policy No. 136>

- As foreign nationals are accepted in the field of "Long-Term Care" through various schemes such as the Economic Partnership Agreement (EPA), technical intern training, and the statuses of residence of "Long-term Care" and "Specified Skilled Worker," efforts will be made to disseminate the requirements, correlations, career paths, etc. of each of those systems, and good practices will be disseminated out of the actual conditions regarding the training and career support for foreign care workers identified.

[Ministry of Health, Labour and Welfare] <Policy No. 137>

- In order to facilitate the residence applications submitted by accepting organizations and enable specified skilled workers to be promptly employed, provide easy-to-understand information on the changes in the system operation and the simplification of the documents to be submitted after the enforcement of the regulations in the Immigration Control and Refugee Recognition Act revised on April 1, 2025, and provide detailed guidance through the Immigration Services Agency website, such as giving examples of how to complete application forms and clarifying key points to note.

[Ministry of Justice] <Policy No. 138>

- A system will be made available under which subsidies for necessary expenses can be granted to facilities (intending to) accept specified skilled workers, and other organizations, among other parties, for efforts necessary for specified skilled workers, etc. to facilitate communication with Japanese staff and users in care facilities, as well as for efforts of providing learning support necessary to acquire the qualification of certified care worker.

[Ministry of Health, Labour and Welfare] <Policy No. 139>

- We will provide support for personnel development, taking into account Japan's certification system and the human resource needs in the regions, and provide assistance to the sending organizations and the local educational organizations, etc., through the training of skilled and business personnel, and through technical cooperation and volunteer programs related to Japanese language education that are provided by the ODA in developing countries. In addition, we will provide support by the provision of information related to the Specified Skilled Worker and Technical Intern systems, and for the dissemination of the appealing points such as the improvement of professional skills, expertise and career development in Japan.

In addition, in order to promote efforts to respect human rights by the governments and relevant organizations of sending countries and to deepen their understanding of Japanese systems, a new network

comprising governments and relevant organizations from both Japan and sending countries, mainly in Asia, will be established in cooperation with international organizations and other stakeholders such as the “Japan Platform for Migrant Workers towards Responsible and Inclusive Society (JP-MIRAI)”. Using ODA and other financial resources, this network will provide technical support including mutual learning, and information dissemination.

[Ministry of Foreign Affairs] <Policy No. 140>

- Accurate and effective public relations will be made for the governments of sending countries, relevant organizations and those who wish to use the system by preparing promotion videos and leaflets in languages of the countries from which there is high demand for accepting their nationals for smooth operation of the Specified Skilled Worker System.

[Ministry of Justice, Ministry of Foreign Affairs, and Ministry of Health, Labour and Welfare] <Policy No. 141>

- From the standpoint of effectively publicizing the Specified Skilled Worker System to foreign nationals who wish to work in Japan and companies that wish to employ foreign nationals, information seminars will be held with the relevant ministries and agencies in the fields for foreign nationals, sending organizations and others on the Specified Skilled Worker System abroad (including local cities), in cooperation with the Japanese embassies and consulates.

[Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 142>

- In order to further promote the use of the Specified Skilled Worker System, information seminars, etc. for foreign nationals who wish to work as specified skilled workers and companies wishing to employ specified skilled workers will be held.

Given the status of implementation of those measures, in order to encourage further matching of intentions of foreign nationals in Japan and abroad who wish to work as the specified skilled workers with the needs of small and medium-sized businesses and other accepting organizations with less experience in employment of foreign nationals, the relevant ministries and agencies will cooperate with each other to consider methods of employment support based on the working situations specific to each field. At the same time, the Immigration Services Agency will consider implementing measures to provide foreign nationals in Japan and abroad wishing to work as specified skilled workers and organizations wishing to accept them with detailed information and publicity on the Specified Skilled Worker System.

<Reposted> [Ministry of Justice, Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and agencies] <Policy No. 105>

C. Elimination of malicious intermediary organizations, etc.

- With regard to the status of residence of "Technical Intern Training," malicious sending organizations will be eliminated continuously through periodic meeting with sending country governments and reporting based on the Memorandum of Cooperation (MOC) aimed at eliminating the involvement of inappropriate sending organizations. Regarding the Employment for Skill Development Program, the Government Policy states that new MOC will be made to reinforce efforts to eliminate malicious sending organizations, and in principle, foreign nationals only from countries with which MOC has been made will be accepted. Efforts will be made to make the MOC, including with countries that have not yet made the MOC, until the implementation of the Employment for Skill Development Program, in order to strengthen efforts to eliminate malicious sending organizations and increase effectiveness.

[Ministry of Justice, Ministry of Health, Labour and Welfare, and Ministry of Foreign Affairs] <Policy No. 143>

- With regard to the status of residence of "Specified Skilled Worker," efforts will be made to steadily move on information partnership and consultations with the countries that have created bilateral intergovernmental documents for construction of an information sharing framework for the purpose of eliminating malicious intermediary organizations, based on the operational status of the system, and to revise the contents of the intergovernmental documents, where necessary. In addition, negotiations will be continuously proceeded aiming for creating the similar intergovernmental documents with countries that have not created such documents yet but are expected to send specified skilled workers.

[Ministry of Foreign Affairs, Ministry of Justice, Ministry of Health, Labour and Welfare, and National Police Agency] <Policy No. 144>

- With regard to the acceptance of foreign nationals based on a status of residence other than those of "Technical Intern Training" and "Specified Skilled Worker," in the case of countries with which an intergovernmental document has already been created, proactive requests will be made to the government of the sending country and regular information exchange will take place so that strict measures against malicious intermediary organizations will be taken by the sending country, and with regard to countries with which an intergovernmental document has not been created, the efforts will be made to create such documents where necessary.

[Ministry of Foreign Affairs, Ministry of Justice, Ministry of Health, Labour and Welfare, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 145>

- With regard to international students, in order to eliminate domestic and foreign malicious intermediary agencies and others, a foreign government will be informed of malicious intermediary organizations that have been identified in Japan. Measures will also be taken to establish a mechanism where a notification can be received in Japan when a foreign government comes to notice the existence of a malicious Japanese-language institutes from students who have returned to their home countries or some other persons. In cases of using intermediary agencies used by large numbers of illegal foreign residents or foreign nationals who depart from their authorized activities, the submission of documents pertaining to Japanese language ability and the ability to pay expenses will be required for the examination of applications for certificate of eligibility, and stricter examinations will be considered such as requiring authentication of the graduation certificate by a public agency through the cooperation of the relevant country in order to confirm the fact of graduation from high school where necessary. In addition, the government of the foreign country will be informed of local malicious intermediary organizations that have been identified in Japan, and will be requested to control these agencies as necessary.

[Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 146>

- The Ministry of Justice, the Ministry of Health, Labour and Welfare, the police, the Ministry of Education, Culture, Sports, Science and Technology, and the Ministry of Foreign Affairs will mutually provide relevant information, and will also provide the information to the Organization for Technical Intern Training, where necessary, if they become aware of malicious intermediary organizations inside or outside Japan. Such information may be obtained through interviews with technical intern trainees or specified skilled workers, reports from relevant organizations, on-site inspections of implementing organizations or accepting organizations, or reports from the governments of the sending countries.

[Ministry of Justice, Ministry of Health, Labour and Welfare, National Police Agency, Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Foreign Affairs] <Policy No. 147>

- When the Ministry of Justice, the Ministry of Health, Labour and Welfare, the police, the Ministry of Education, Culture, Sports, Science and Technology, the Ministry of Foreign Affairs, and the Organization for Technical Intern Training become aware of information on a malicious intermediary organization in a foreign country, as necessary, they will provide such information for the country's government, make a request to impose a strict disposition on the intermediary organization, and provide the information mutually.

When the Ministry of Justice, the Ministry of Health, Labour and Welfare, and the Ministry of Foreign Affairs obtain information on a malicious intermediary organization inside or outside Japan, they will use such

information in the investigations based on the relevant laws and regulations and visa examinations in order to exclude the intermediary organization. In addition, the Ministry of Justice and the Ministry of Health, Labour and Welfare will properly carry out administrative disposition based on the laws and regulations in malicious cases against the relevant supervising organization with regard to technical intern trainees, or against the intermediary organizations or related persons in Japan with regard to specified skilled workers. Moreover, appropriate action will be taken, such as conducting a criminal investigation by investigating organizations, as necessary, and regularly announcing the status of these efforts in white papers or other publications.

[Ministry of Foreign Affairs, Ministry of Justice, Ministry of Health, Labour and Welfare, National Police Agency, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 148>

- A framework for the exchange of information with relevant countries and organizations will be constructed to reinforce cooperation, for example, by holding international conferences to share information and exchange views on the efforts for promoting appropriate and smooth acceptance of foreign nationals, as well as on the development of an appropriate environment for a society of harmonious coexistence with foreign nationals.

[Ministry of Justice] <Policy No. 149>

- The Ministry of Justice will conduct strict examinations for the certificate of eligibility prior to the entry of technical intern trainees and specified skilled workers, and if the involvement of malicious intermediary organizations or other parties is recognized, it will take measures such as not permitting entry of the technical intern trainees or specified skilled workers.

[Ministry of Justice] <Policy No. 150>

- As well as publicizing and raising awareness of the guidelines, etc. based on the Employment Security Act (Act No. 141 of 1947) in order to prevent inappropriate acts such as an employment placement business provider encouraging early job changes for foreign nationals who have obtained a job through its job employment, any violations of the guidelines, etc. that are recognized will be strictly dealt with.

[Ministry of Health, Labour and Welfare] <Policy No. 151>

- Based on the fact that over 50% of foreign residents in Japan are from developing countries, we are aiming to strengthen collaboration between the relevant organizations in the developing countries and the relevant ministries and agencies, local governments, and relevant organizations, etc. on the Japan side through technical cooperation with government ministries in charge of the labor policies in the developing country, surveys of laws and regulations in the countries of origin, and identification of other

actual circumstances, etc., and to improve the supervising capabilities of the sending agencies organizations in the developing countries and the access to information for each of the relevant parties, including job applicants. In addition, we will provide support for foreign workers at various stages from before they come to Japan until after they return home, such as strengthening the information providing system in the country of origin and supporting human resource development and capability building, and supporting returnees in career development and in establishing businesses. Utilizing the knowledge and network gained through above mentioned technical cooperation, etc., we will provide indirect support for initiatives promoted by local governments and related organizations in Japan.

[Ministry of Foreign Affairs] <Policy No. 152>

D. Expansion of the Japanese language education base abroad, etc.

- As a test to make it possible to check the Japanese language skills necessary for living and working in Japan based on international standards to determine the foreign language proficiency, the Japan Foundation will, based on the implementation status of skill exams, the need for acceptance of human resources, and other factors, push forward with implementation of the Japan Foundation Test for Basic Japanese (JFT-Basic) in the CBT (Computer Based Testing) format newly developed utilizing knowledge built up through the development and implementation of the Japanese-Language Proficiency Test (JLPT).

<Reposted> [Ministry of Foreign Affairs] <Policy No. 9> [Roadmap 9]

- In order to provide effective Japanese language education overseas necessary for the acceptance of foreign nationals within the framework of the status of residence "Specified Skilled Worker," a curriculum and teaching materials (IRODORI Japanese for Life in Japan series), with education for adults in mind, will be developed and expanded making use of the "JF Standard for Japanese-Language Education," which was established by the Japan Foundation and shares the concept with the "Framework of Reference for Japanese Language Education," based on international standards of language education and evaluation.

<Reposted> [Ministry of Foreign Affairs] <Policy No. 10> [Roadmap 9]

- Since it is essential to secure and increase the number of local teachers who are able to teach Japanese in local languages, specialists of Japanese language education will be dispatched from Japan, and while using the above-mentioned curriculum and teaching materials, the development of local teachers who are able to teach Japanese efficiently and effectively will be promoted.

<Reposted> [Ministry of Foreign Affairs] <Policy No. 11> [Roadmap 9]

- Support (procurement of teaching materials, securing of enough teachers,

etc.) will be provided for the activities of local Japanese language education institutions with the aim of increasing the opportunities for foreign nationals to learn Japanese in each country, and Japanese support staff will be trained and sent to educational institutions to promote on-site guidance and assistance in order to improve local teachers' Japanese speaking ability as well as the quality of Japanese language education.

<Reposted> [Ministry of Foreign Affairs] <Policy No. 12> [Roadmap 9]

- In order to ensure that foreign nationals who wish to live and work in Japan will be further cultivated in the future, not only in the Southeast Asian countries, increasing number of whose nationals are entering and residing in Japan, but in other countries as well, the foundation for Japanese language education will be reinforced in a greater number of countries through the Japanese Language Education programs of the Japan Foundation and efforts to communicate the attractiveness of Japanese culture and society and to promote human exchanges will be encouraged.

<Reposted> [Ministry of Foreign Affairs] <Policy No. 13> [Roadmap 9]

- Through support including the creation of curricula and tests of Japanese language and other for Nikkei communities and the dispatch of teachers, provided by the Japan International Cooperation Agency (JICA), we will promote the utilization “the Program for Accepting Fourth-Generation Foreign Nationals of Japanese Descent” and admissions of international students, trainees in “Nikkei community training” (promotion of multicultural coexistence / Nikkei cooperation scheme), and others, aiming to make it easier for Nikkei people who have come to Japan to be accepted into Japanese society, as well as to strengthen the ties between the Japanese descents and Japan after they return to their country.

[Ministry of Foreign Affairs, and Ministry of Justice] <Policy No. 153>

- We will provide support for personnel development, taking into account Japan's certification system and the human resource needs in the regions, and provide assistance to the sending organizations and the local educational organizations, etc., through the training of skilled and business personnel, and through technical cooperation and volunteer programs related to Japanese language education that are provided by the ODA in developing countries. In addition, we will provide support by the provision of information related to the Specified Skilled Worker and Technical Intern systems, and for the dissemination of the appealing points such as the improvement of professional skills, expertise and career development in Japan.

In addition, in order to promote efforts to respect human rights by the governments and relevant organizations of sending countries and to deepen their understanding of Japanese systems, a new network

comprising governments and relevant organizations from both Japan and sending countries, mainly in Asia, will be established in cooperation with international organizations and other stakeholders such as the “Japan Platform for Migrant Workers towards Responsible and Inclusive Society (JP-MIRAI)”. Using ODA and other financial resources, this network will provide technical support including mutual learning, and information dissemination.

<Reposted> [Ministry of Foreign Affairs] <Policy No. 140>

5. Initiatives to establish the foundation of a society of harmonious coexistence

(1) Current situation and issues

A. Raising awareness to realize a society of harmonious coexistence

- There is still much discrimination and prejudice against foreign nationals in various social settings, such as schools, workplaces, and communities, making it necessary to raise public awareness of the need to create a society of harmonious coexistence.

B. Creating a system to acquire knowledge of social systems

- Some foreign nationals unintentionally fail to fulfill their public obligations or cannot receive necessary public services because they do not fully understand Japanese culture, customs, or social systems, including the tax and social security systems.
It is therefore important to create a system that helps foreign nationals to fully understand and learn Japanese culture, customs, and social systems, including the tax and social security systems.

C. Grasping the actual living conditions of foreign nationals

- In order to provide careful support to foreign nationals in the future, the government needs to understand their actual living conditions through government statistics, public opinion polls, and so on.
- However, it is difficult to fully understand their actual living conditions because only a limited number of government statistics focus on nationality, status of residence, etc. as survey items.

D. Collecting information and promoting cooperation among relevant organizations to support and manage residence data of foreign nationals

- There is a need to make more efforts to strengthen information collection functions in cooperation with private support groups and other organizations to identify the problems and support needs of foreign nationals and provide them with support that meets their needs.
- To address the diverse and complex problems faced by foreign nationals, one challenge is to develop human resources for coordinating support activities that can be provided by respective related organizations to meet individual support needs.

- In order to reduce the burden on foreign nationals in the application process for status of residence and properly managing their residency, the Immigration Services Agency needs to make residence procedures easier and properly manage residency through smooth examinations based on accurate information by efficiently obtaining the information necessary for residence examination through information linkage using Individual Number (My Number).

E. Social participation and empowerment of foreign nationals

- Increasing numbers of foreign nationals are now playing important roles in Japanese society in many different ways, such as young people who have received education in Japan, researchers and business owners who contribute to Japan's social and economic development with their advanced knowledge and skills, and residents who contribute to their local communities through participation in residents' associations, fire brigades or other community activities. Given today's growing expectations for foreign residents as members of Japanese society, it is increasingly important to provide more opportunities to foreign nationals who want to participate in society.

F. Building the residency management system as an infrastructure of a society of harmonious coexistence

- In order to increase the predictability of permanent residence application outcomes, it is necessary to provide unified guidelines to ensure transparency of the procedures, such as by specifying an approximate amount of income required to prove the applicant's ability to live independently with sufficient assets or skills and meet the national interest requirements.

It is also necessary to establish a system to handle cases of foreign nationals that no longer meet the requirements to maintain the granted status of permanent residence.

- There are still a large number of illegal foreign residents in Japan. Some of them are taking increasingly malicious and sophisticated measures and some cases involve malicious intermediaries. In addition, some of foreign nationals are dissembling their true purpose of their stay and working in Japan.
- It has been pointed out that the criteria for judging eligibility for refugee status are unclear in Japan's refugee recognition system, and there is a need to improve the transparency of the system. There is also a need to respond to the rapid increase in the number of applicants for refugee recognition and the diversification of complaints in recent years.

(2) Specific policies

A. Raising awareness to realize a society of harmonious coexistence

- The government will spread and firmly establish the month for promoting awareness and understanding on the realization of a society of

harmonious coexistence that was established in 2024. Also, the government will implement various educational events whose themes are the realization of such a society, and inspect the implemented contents of the implementation.

In addition, the government will promote the Foreign Residents Support Center (FRESC) at events held by organizations engaged in providing support for foreign nationals across Japan, and work with FRESC to publicize such events to promote local educational activities, with the goal of increasing public awareness towards realizing a society of harmonious coexistence.

In addition, we promote educational activities by creating various types of promotional materials such as promotional magazines for distribution at these educational events, etc.

[Ministry of Justice] <Policy No. 154> [Roadmap 69]

- The implementation status of policies for harmonious coexistence with foreign nationals by the government from FY2023 is being compiled and published in order to improve existing policies and plan new policies about those policies while obtaining the understanding of foreign nationals and the Japanese nationals and necessary measures will be taken while verifying the effectiveness of the public awareness methods, etc. The implementation status of policies for harmonious coexistence with foreign nationals will continue to be compiled and published.
[Ministry of Justice] <Policy No. 155> [Roadmap 70 (reposted: 79)]

- Human rights awareness-raising activities will be implemented by the human rights bodies of the Ministry of Justice in order to realize an inclusive society where all people, including foreign nationals, support mutually and value each other's human rights.
[Ministry of Justice] <Policy No. 156> [Roadmap 71]

- The Ministry of Foreign Affairs co-hosts an "International Forum on Acceptance of Foreign Nationals and Their Integration into Japan" with the International Organization for Migration (IOM) and other organizations. Through the introduction of advanced overseas cases by foreign experts, and panel discussions comprising the local governments and other stakeholders inside Japan, the awareness of Japanese nationals is raised, and an opportunity is provided to gain knowledge about the policies for the acceptance and integration of foreign nationals.
[Ministry of Foreign Affairs] <Policy No. 157> [Roadmap 72]

- Based on the results of practical research on the nature of instruction in areas where many foreign residents live in and areas where foreign residents live scattered respectively, we will disseminate nationwide model initiatives such as implementation of lessons in which Japanese and foreign pupils study together while respecting each other, establish

guidance systems in areas where foreign residents live scattered, and conduct surveys and research aimed at establishing a network to identify the actual circumstances of pupils in such areas.

<Reposted (Excerpt)> [Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 57> [Roadmap 73]

- In the government-wide campaign "Foreign Workers Issues Awareness Month" (held every June), the relevant ministries and agencies conduct awareness-raising activities concerning foreign workers' issues through close cooperation.

[Ministry of Justice, Ministry of Health, Labour and Welfare, National Police Agency, and other relevant ministries and agencies] <Policy No. 158>

- Regarding the human rights counseling and investigation remedy procedures at the human rights bodies of the Ministry of Justice, which are available in 10 languages in addition to Japanese (in face to face counseling, approximately 80 languages are available), we will expand multilingual publicity and aim to promote it more widely so that foreign nationals can use the services widely and safely in the event of a human rights problem.

[Ministry of Justice] <Policy No. 159>

B. Creating a system to acquire knowledge of social systems

- We will study the utilization status of videos for the daily life orientation created and streamed in FY2023 to continue promoting their utilization in local governments and accepting organizations and to consider reviewing them in the future. In addition to the videos, we will consider systems (including before coming to Japan) for the familiarization with Japanese culture, rules, and other aspects.

<Reposted> [Ministry of Justice] <Policy No. 7> [Roadmap 6 (reposted: 74 & 91)]

- The government will spread information about local financial measures for regional life orientation to local governments and support foreign nationals in settling smoothly into Japanese society.

<Reposted> [Ministry of Internal Affairs and Communications] <Policy No. 8> [Roadmap 7 (reposted: 75)]

C. Improvement of government statistics to investigate the actual living conditions of foreign nationals, etc.

- Based on the results of the needs assessment on how administrative record information held by the Immigration Services Agency should be utilized, preparation for the compilation and publication, etc., will be made sequentially, starting with feasible statistical tables.

[Ministry of Justice] <Policy No. 160> [Roadmap 76]

- The government will conduct statistical studies to properly keep track of accurate data on labor mobility, in addition to identifying the employment management of foreign workers, such as their working conditions and career formation.

[Ministry of Health, Labour and Welfare] <Policy No. 161> [Roadmap 77]

- Opinions that contribute to the planning and drafting of measures for harmonious coexistence with foreign nationals will be collected from a broad range of stakeholders and experts, including local governments, companies, and foreign national support groups, through the hearings with the relevant parties by the Immigration Services Agency, Immigration Control and Residency Management Policy Discussions Panel, Immigration Control Administration Meetings held by each of the Regional Immigration Services offices, and other forums. Moreover, opinions will also be collected from foreign individuals themselves, for example through the "Opinion Box" which accepts opinions as to harmonious coexistence measures in multiple languages, established on the website of the Immigration Services Agency.

By appropriately reflecting the opinions collected through those efforts in the process of planning, drafting, and implementing harmonious coexistence measures and developing a human resources system to develop an environment to accept foreign nationals, including strengthening the support for and cooperation with local governments, etc. and sharing information on the efforts for harmonious coexistence measures nationwide, the Immigration Services Agency will strengthen its comprehensive coordination functions to develop an environment for acceptance of foreign nationals, and continue to demonstrate those functions fully.

<Reposted> [Ministry of Justice] <Policy No. 21> [Roadmap 16 (reposted: 68 & 78)]

- We will conduct surveys based on these results so that the Basic Survey on Foreign Residents will further contribute to the planning and drafting of the harmonious coexistence measures, with the purpose of properly identifying the situation of foreign nationals and the problems that foreign nationals face in their work life, daily life and social life. The results obtained from these surveys will be shared with the relevant ministries and agencies, and will be suitably reflected in the planning, drafting, and implementing of the harmonious coexistence measures. In addition, we will continue to consider other surveys of harmonious coexistence.

<Reposted> [Ministry of Justice] <Policy No. 22> [Roadmap 16 (reposted: 68 & 78)]

- The implementation status of policies for harmonious coexistence with foreign nationals by the government from FY2023 is being compiled and

published in order to improve existing policies and plan new policies about those policies while obtaining the understanding of foreign nationals and the Japanese nationals and necessary measures will be taken while verifying the effectiveness of the public awareness methods, etc. The implementation status of policies for harmonious coexistence with foreign nationals will continue to be compiled and published.

<Reposted> [Ministry of Justice] <Policy No. 155> [Roadmap 70 (Reposted: 79)]

- In order to correctly understand the employment situation of foreign residents by the type of industry, occupation, status of residence, and region, etc., entries in the application forms for change of the status of residence and extension of period of stay, etc. have been reviewed, and hereafter the employment situation of foreign residents, together with the information on the notifications of the employment status of foreign nationals will be identified in a seamless manner to enhance and utilize the statistics of employment situation of foreign nationals.

[Ministry of Justice] <Policy No. 162>

D. Enhancement of information collection and strengthening of cooperation among relevant organizations for the development of infrastructure to realize the society of harmonious coexistence, etc.

- Based on the fact that over 50% of foreign residents in Japan are from developing countries, we are aiming to strengthen collaboration between the relevant organizations in the developing countries and the relevant ministries and agencies, local governments, and relevant organizations, etc. on the Japan side through technical cooperation with government ministries in charge of the labor policies in the developing country, surveys of laws and regulations in the countries of origin, and identification of other actual circumstances, etc., and to improve the supervising capabilities of the sending agencies organizations in the developing countries and the access to information for each of the relevant parties, including job applicants. In addition, we will provide support for foreign workers at various stages from before they come to Japan until after they return home, such as strengthening the information providing system in the country of origin and supporting human resource development and capability building, and supporting returnees in career development and in establishing businesses. Utilizing the knowledge and network gained through above mentioned technical cooperation, etc., we will provide indirect support for initiatives promoted by local governments and related organizations in Japan.

<Reposted> [Ministry of Foreign Affairs] <Policy No. 152>

- Since it will be necessary to provide training personnel and organizations involved in supporting foreign nationals in the region (foreign national

supporters), training will be provided on the implementation of living guidance for foreign nationals, the provision of information on various administrative procedures, securing of housing, support for the Japanese language necessary for general living, and appropriate responses to foreign nationals' consultations for advice or complaints, and information will be continually provided so that appropriate support can be offered.

In addition, the current status and issues of activities of foreign national supporters, etc. will be identified, and a network of foreign national supporters will be established so that foreign national supporters will be able to cooperate with each other to provide efficient and effective support for foreign nationals, while Regional Immigration Services Bureaus will provide information and consultation to private support groups, etc. Furthermore, cases of networking among foreign national supporters will be gathered and expanded, and information concerning problems experienced by foreign nationals will be grasped and analyzed to promote foreign national supporters' network.

<Reposted> [Ministry of Justice and other relevant ministries and agencies] <Policy No. 23> [Roadmap 17 (reposted: 29 & 80) & 89]

- The government will provide training for staff engaged in foreign resident support, accumulate experience and knowledge, foster highly specialized professionals, and promote establishing environments for assisting and accepting foreign nationals.
[Ministry of Justice] <Policy No. 163> [Roadmap 81]
- Based on past experience, the Ministry of Justice continues to collect information that each of the relevant ministries and agencies owns as to NPOs, NGOs and other private support groups, Key Persons and Influencers, etc., in order to provide foreign nationals with detailed information on various matters necessary for stable and smooth residence in Japan, and in addition to sharing this information with the relevant ministries and agencies, conducts projects to support private support groups with their outreach support initiatives for foreign nationals, and promotes initiatives to enhance and strengthen information dissemination, etc., such as analyzing and verifying the status of the implementation.
[Ministry of Justice, Ministry of Foreign Affairs, Ministry of Health, Labour and Welfare, Ministry of Internal Affairs and Communications and other relevant ministries and agencies] <Policy No. 164> [Roadmap 82]
- While taking into consideration the realities of the residency of foreign nationals, the consultation offices of the administrative agencies of the national government and the consultation offices operated by local governments and other bodies will cooperate with one another and further promote and reinforce coordination between these two types of consultation services, so that foreign nationals will be able to promptly reach the appropriate information and consultation places when need. At

the same time, the Immigration Services Agency will explore how to reinforce coordination between related organizations and implement it in sequence. Furthermore, the consultation function of the Immigration Information Centers will be enhanced and operated.

[Ministry of Justice, Ministry of Health, Labour and Welfare, Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Internal Affairs and Communications] <Policy No. 165> [Roadmap 83 & 89]

- The government will consider the establishment of a system to obtain information directly from relevant organizations through information linkage among administrative agencies using Individual Number (My Number) to make residence procedures easier by omitting the submission of documents and properly manage residency through smooth examinations based on accurate information through the improvement of laws and regulations, necessary coordination among relevant organizations, and so on.

[Ministry of Justice] <Policy No. 166> [Roadmap 84]

- User surveys on online residence procedures will be conducted periodically, and the results will be used as a reference for modifications and studies to improve the convenience of the system and improve its utilization rate.

[Ministry of Justice] <Policy No. 167> [Roadmap 85]

- In order to enable foreign residents to promptly obtain information needed, for example, for residence procedures or natural disasters through the Mynaportal and other websites, we will gradually implement verification and further enhancement of linkage between the Mynaportal to “A Daily Life Support Portal for Foreign Nationals” and consider and gradually implement with the related ministries and agencies utilizing customized and push-type notification functions for communication.

<Reposted> [Ministry of Justice] <Policy No. 25> [Roadmap 19 (reposted: 86)]

- An environment will be prepared where it will be possible to smoothly acquire the Individual Number Cards through facilitation of the acquisition of the Individual Number Cards in an integrated manner with the procedures for preparation of a residence record. Rewriting the Individual Number Cards together with the procedures for preparation of a residence record will be implemented even at the time of a foreign national moving into a ward or other administrative area.

We aim to integrate Individual Number Cards and residence cards by establishing government and ministerial ordinances, systems, and so on together with related ministries and agencies for implementation within two years of the issuance of the Act for Partial Amendment of the Immigration

Control and Refugee Recognition Act enacted in the ordinary Diet session of 2024.

[Ministry of Internal Affairs and Communications, Ministry of Justice, and Digital Agency] <Policy No. 168> [Roadmap 87]

- Based on the results of discussions at the “Study Group on the Training of Support Coordinator for Foreign Nationals” and the “Council for Formulation of Training Curriculum, etc. for Support Coordinator for Foreign Nationals,” we will continue to implement training programs to develop professionals who can provide appropriate support to foreign nationals facing problems in their daily lives, while taking into account the opinions of experts and others, and will also consider how the certification system for highly specialized support professionals.
<Reposted> [Ministry of Justice] <Policy No. 6> [Roadmap 4 (reposted: 31, 67 & 88)]
- We will work to visualize information on foreign residents in each local government, and provide information that will help local governments and related entities improve their systems for accepting foreign nationals. In addition, in order to enhance the information provided, we will also consider updating and reviewing this information.
[Ministry of Justice] <Policy No. 169> [Roadmap 90]
- Publicity efforts will be made to facilitate appropriate utilization of the information collected by the Basic Resident Registration system, so that local governments can further promote measures for harmonious coexistence with foreign nationals.
[Ministry of Justice] <Policy No. 170>
- In order to promote the policies of acceptance of foreign nationals and multicultural coexistence measures corresponding to the increase in the number of foreign nationals residing in Japan and other factors, we will continue to efficiently collect and analyze research and information related to such policies and measures.
[Ministry of Justice] <Policy No. 171>
- Considering the "Plan for Promotion of Multicultural Coexistence in Local Communities"(FY2020 revised) formulated by the Ministry of Internal Affairs and Communications, local governments will be further encouraged to establish plans concerning the promotion of multicultural coexistence and steadily implement necessary measures. In addition, the Ministry of Internal Affairs and Communications will disseminate good practices of multicultural coexistence at the local level among local governments and other stakeholders in different parts of Japan through the "Case Studies on Multicultural Coexistence (FY2021 Edition)," "multicultural coexistence advisor system" and "multicultural coexistence regional councils" to further

facilitate efforts to promote multicultural coexistence in local communities. Measures for multicultural harmonious coexistence will be further promoted at the local level, such as promotion of the establishment of a conference for the realization of a society of harmonious coexistence in each prefecture.

[Ministry of Internal Affairs and Communications, and Ministry of Justice]
<Policy No. 172>

- Based on the increases in the numbers of foreign residents and those who move in or move out of Japan, the Basic Resident Registration system will be properly operated so that the municipal authorities will be able to keep track of accurate information on foreign residents and to provide the various administrative services appropriately.

[Ministry of Internal Affairs and Communications] <Policy No. 173>

- The occurrence of unpaid medical charges will be reduced by checking foreign tourists who have a record of unpaid medical charges under strict immigration control.

Additionally, the government will consider to strictly examine applications for the Certificate of Eligibility (COE), etc. submitted by mid- to long-term residents with a record of unpaid medical charges.

Smooth payment of medical expenses through cashless settlement and other convenient methods will be promoted in light of the occurrence of non-payment related to high medical expenses. In particular, when organizations accept specified skilled workers, the offices employing specified skilled workers (i) will be encouraged to enroll in private insurance to cover medical interpreting costs through dissemination of the guidelines and other materials prepared by the Ministry of Justice.

<Reposted> [Ministry of Health, Labour and Welfare (Ministry of Economy, Trade and Industry), and Ministry of Justice] <Policy No. 43>
[Roadmap 25]

- Efforts will be made to promote enrollment in social insurance by business offices employing foreign nationals and the foreign nationals themselves at the time of changing their status of residence or extending their period of stay at the Regional Immigration Services Offices, or at the time of acceptance of offers for posting job offerings at Hello Work through cooperation among the relevant administrative organizations.

Therefore, the status of fulfillment of obligations under the social insurance system will be appropriately confirmed in the examinations relating to the acceptance of specified skilled workers, and acceptance will not be permitted to accepting organizations that have, to a certain extent, been delinquent in paying the required social insurance premiums. In addition, the Ministry of Justice will work on promoting enrollment in social insurance by providing the Ministry of Health, Labour and Welfare, etc. with information on the identification matters of foreign nationals who have

been given landing permission or permission to change their status of residence, as well as information on the organizations of affiliation, and on accompanying family members, and by the relevant organizations conducting the prescribed confirmation and application of enrollment using the information and, where necessary, providing guidance on enrollment. In addition, with regard to the National Health Insurance program and national pensions, measures will be taken such as denying permission for applications for extension of period of stay and applications for permission to change the status of residence of those who have, to a certain extent, been delinquent in paying the insurance premiums. Regarding the provision of information from the Ministry of Justice to the Ministry of Health, Labour and Welfare, and efforts pertaining to such as applications for extension of period of stay, with regard to the specified skilled workers above-mentioned, continued consideration will be given to take the same kind of measures with regard to foreign nationals with other statuses of residence. In addition, considerations will be given to establish the necessary systems for preventing delinquency of foreign residents, such as ensuring the Ministry of Justice receives information from relevant administrative organizations regarding the performance status of foreign residents' social insurance payment obligations and appropriately takes it into account in residence examinations.

<Reposted> [Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 125>

- Returning to the basic concept of the health insurance system that the insurance payment is provided when a resident in Japan visits a domestic medical insurance institution, and in order to ensure that payment of health benefits for a visit to an overseas medical institution is an exception from the system and secure proper approval process, an insured dependent of health insurance or Category 3 insured person has been required under the "Act on the Partial Revision of the Health Insurance Act, etc. for Appropriate and Effective Operation of the Health Insurance System" (Act No. 9 of 2019) to basically reside in Japan, regardless of nationality, and continued efforts will be made to smoothly administer the system.

Also, regarding National Health Insurance, if it is deemed that there is a possibility that you are not engaged in the original activities of the status of residence in a municipality, we will continue to work to ensure that the framework for notification to the Ministry of Justice is properly implemented. From the perspective of the proper management of eligibility for National Health Insurance, efforts will be made to steadily ensure adequacy in response to the clarification of information on the acquisition and loss of eligibility of insured persons as the subject of investigation by municipalities, due to the revision of the Health Insurance Act, etc., in FY2019. From FY2023, the Ministry of Justice has been providing municipalities with information on insured persons who have changed their

residence status and are exempt from National Health Insurance. We will promote appropriate eligibility management for those who have lost their insured status.

Furthermore, from the viewpoint of preventing fraudulent receipt of lump-sum allowance for childbirth disguised as childbirth in a foreign country, in keeping with the countermeasures against overseas medical expenses that have been implemented thus far, notification has been issued that the documents required for lump-sum allowance for childbirth will be standardized and stricter examinations will be conducted, and continued efforts will be made to disseminate such notice and promote implementation of such notice, together with the countermeasures against illegal reimbursement of overseas medical expenses.

In addition, with regard to so-called “impersonation” where someone uses another person’s health insurance card, the full-scale implementation of online eligibility verification at medical institutions began in October 2021. This system enables identity verification and immediate confirmation of insurance eligibility using the My Number Card. Starting in December 2024, the system will be fundamentally based on the use of the My Number Card. Furthermore, notifications of the methods of personal identification have been issued to inform that presentation of identification documents together with the eligibility certificate can also be requested when the medical institutions deem it to be necessary, and that insurance benefits should not be rejected solely by reason of non-presentation of personal information. Thus, measures will be taken to ensure that the health insurance program is administered appropriately.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 174>

- In examinations related to the acceptance of specified skilled workers conducted by the Regional Immigration Services offices, the status of fulfillment of the tax payment obligations by accepting organizations will be confirmed, and permission will be denied for the acceptance of specified skilled workers by the accepting organizations if there are, to a certain extent, some delinquent tax payments, and after the acceptance of specified skilled workers, the status of delinquent tax payments such as the payment of withheld income taxes of accepting organizations will be confirmed at the time of foreign nationals submitting an application for change of the status of residence or an application for extension of the period of stay, and if there are, to a certain extent, some delinquent tax payments, appropriate directions will be issued to the accepting organizations.

In addition, in cases where specified skilled workers have a certain amount of delinquency in payments of income tax and inhabitant tax to be paid due to grounds attributable to them, such as the applications for permission to change the status of residence from such persons will be denied and necessary information collaboration will be conducted such as

notifying the relevant agencies, and moreover, continued consideration will be given to conduct strict examinations and take similar measures in the future even for foreign nationals with other statuses of residence.

[Ministry of Justice (Ministry of Finance, and Ministry of Internal Affairs and Communications)] <Policy No. 175>

- The accepting organizations will provide support to specified skilled workers (i) to enable them to pay their taxes smoothly, and in particular, will provide support to enable them to pay their inhabitant tax to be paid in the following year on behalf of the foreign nationals by the end of the expiration of their period of stay, and moreover, the Immigration Services Agency will inform the accepting organizations of these measures so that the accepting organizations will be able to accurately implement support pertaining to tax payments, while accepting organizations which do not properly implement such support will be given appropriate guidance.

[Ministry of Justice] <Policy No. 176>

- From the perspective that it is necessary to promote special collection, the system that has payers of wages collect and pay individual inhabitant tax, as a measure to counter delinquent payment of the tax, business operators will be informed, through the cooperation with local governments, to properly implement special collection.

Continuous efforts will be made to inform companies and foreign nationals who are required to pay the taxes of the system of lump-sum collection of unpaid taxes from the wages which are to be paid to the foreign nationals who are departing from Japan and the system of tax agents to handle all matters relating to payments by taxpayers.

[Ministry of Internal Affairs and Communications] <Policy No. 177>

- For the fees for residence procedures and issuance of registered user cards, etc., measures to improve the convenience of foreign nationals, etc. will be considered, including enabling electronic payment in addition to revenue stamps.

[Ministry of Justice] <Policy No. 178>

- With regard to various applications for residence handled by Regional Immigration Services offices, the applications for change of the status of residence and the applications for extension of period of stay will be processed within a standard processing period (from two weeks to one month). In order to cope with the worsening labor shortages especially in small or medium-sized businesses, the Regional Immigration Services offices will enforce processing within a standard processing period for residence applications and applications for registration of registered support organizations pertaining to the status of residence of "Specified Skilled Worker," and carry out prompt processing so that specified skilled workers will be able to promptly start their work in the regions.

[Ministry of Justice] <Policy No. 179>

- The Immigration Services Agency will work to strengthen its personnel and physical resources to support the smooth acceptance of foreign nationals and the improvement of the environment for accepting them. This will include training of staff, upgrades to the immigration control system, and review of residence examination fees in line with international standards. In addition, consideration will be given to the early introduction of the Japan Electronic System for Travel Authorization (JESTA) as part of the digital transformation of immigration control and residency management. By using digital technology to achieve centralized management of various types of information related to foreign nationals from entry to departure, and by otherwise securing the necessary personnel, efforts will be made to accelerate residence examinations, enhance residence management through timely and appropriate understanding of residence statuses and the environment for accepting foreign nationals, and strengthen support for foreign residents.

[Ministry of Justice] <Policy No. 180>

- Given that the number of foreign visitors to Japan is expected to continue increasing, the Ministry of Foreign Affairs will work to optimize operations and strengthen its systems for visa processing, ensuring strict visa screening while also promoting greater efficiency by reviewing visa fees and utilizing digital technologies.

[Ministry of Foreign Affairs] <Policy No. 181>

E. Creating a system that enables foreign nationals to also play an active role in a society of harmonious coexistence

- Through support including the creation of curricula and tests of Japanese language and other for Nikkei communities and the dispatch of teachers, provided by the Japan International Cooperation Agency (JICA), we will promote the utilization “the Program for Accepting Fourth-Generation Foreign Nationals of Japanese Descent” and admissions of international students, trainees in “Nikkei community training” (promotion of multicultural coexistence / Nikkei cooperation scheme), and others, aiming to make it easier for Nikkei people who have come to Japan to be accepted into Japanese society, as well as to strengthen the ties between the Japanese descents and Japan after they return to their country.

<Reposted> [Ministry of Foreign Affairs, and Ministry of Justice] <Policy No. 153>

- We will study the utilization status of videos for the daily life orientation created and streamed in FY2023 to continue promoting their utilization in local governments and accepting organizations and to consider reviewing them in the future. In addition to the videos, we will consider systems (including before coming to Japan) for the familiarization with Japanese

culture, rules, and other aspects.

<Reposted> [Ministry of Justice] <Policy No. 7> [Roadmap 6 (reposted: 74 & 91)]

- In order to provide support for motivated international students who wish to become certified care workers while they are attending certified care training institutions, the government will provide scholarships and other support to cover tuition and living expenses to reduce the burden on care centers that intend to hire such students as care professionals in the future.
[Ministry of Health, Labour and Welfare] <Policy No. 182> [Roadmap 92]
- In order to prevent the concentration of specified skilled workers in a specific area, such as a metropolitan area, and match the intentions of foreign workers in Japan and abroad who wish to work in Japan with the needs of enterprises with less experience in employing foreign workers who wish to employ foreign workers, including small or medium-sized businesses, the following measures will be taken in consideration of the situation specific to each field under the Specified Skilled Worker System.
 - Introduction of excellent cases such as recruitment pertaining to acceptance, preparation of a living environment and human resource development, and provision of information to promote collaboration among business operators such as joint corporate PR activities, lodging arrangements, training, etc. (16 fields)
 - Holding of regional seminars for companies and foreign nationals (16 fields)
 - Provision of guidance through field-specific councils to ensure that strict actions will be taken, such as formation of agreements by the councils per field in order to prevent poaching (16 fields)
 - Implementation of a skills evaluation exam in the regional areas (16 fields)
 - Granting of subsidies for the necessary expenses to prefectures which implement job-matching between foreign nationals who wish to work in Japan as specified skilled workers and companies who wish to employ specified skilled workers (may be entrusted to an appropriate organization) (Field of "Long-term care")
 - Provision of support for implementation of training for long-term care skill improvement, support for promotion of the development of a better environment for independent learning of Japanese used in "Long-term care" situations, and support for consultation services, etc., the main goal of which is to make it easier for foreign workers to work in the field of long-term care (Field of "Long-term care")
 - At the time of the issuance of a certificate to prove passing of a skills evaluation exam, increase of the amount of the fees to be collected from accepting organizations in the over-concentrated areas (Field of "Building cleaning management")

- Provision of job-matching services through the aggregation of information on job offers throughout the country, by corporations to do operations related to the acceptance of specified skilled workers. In order to prevent substantial disparity in treatment between urban areas and regional areas, the corporation will positively pick out local job offers and give accepting companies advice and guidance on revisions of recruitment conditions (Field of "Construction industry")
- Pick out of, and support for, autonomous efforts of cooperation between business operators in the region (Field of "Automobile repair and maintenance")
- Promotional activities such as job fairs to increase the number of examinees for specified skilled workers, and holding of job-matching events for employment of successful examinees. (Field of "Accommodation industry")

<Reposted> [Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and agencies] <Policy No. 127> [Roadmap 94, 95, 96 & 97]

- Efforts will be made to actively clarify career paths at field-specific councils and elsewhere, such as, for example, indicating that foreign nationals will be guaranteed the same amount of remuneration that Japanese nationals would receive for the same kind of work, and showing that they will be able to receive greater remuneration by enhancing their skills, or indicating what kind of activities they will be able to engage in after returning home.

<Reposted> [Ministry of Health, Labour and Welfare, Ministry of Economy, Trade and Industry, Ministry of Land, Infrastructure, Transport and Tourism, Ministry of Agriculture, Forestry and Fisheries, and other relevant ministries and agencies] <Policy No. 135> [Roadmap 94, 95, 96 & 97]

- In order to smoothly implement the work related to multicultural coexistence in local governments, we will strengthen our cooperation with JICA to actively recruit personnel with extensive international experience, such as persons with experience in JICA's overseas cooperation volunteer program. In addition, we will promote the initiatives for building a society of harmonious coexistence implemented by local governments, NPOs, etc., through collaboration with JICA's Coordinator for International Cooperation and domestic offices. Furthermore, we will support the establishment of a system for foreign nationals and Japanese people to work together as bearers of the society of harmonious coexistence by promoting foreign nationals' participation in society and Japanese people's understanding of multicultural coexistence, building a bridge between the foreign nationals and the local community and local government etc., providing Japanese language education and lessons for foreign nationals to promote understanding of Japan, and supporting development education at

schools.

We will promote mutual learning between Japan and developing countries to promote a multicultural coexistence, such as training for groups and individuals involved in supporting foreign nationals, and strengthening the network between the relevant organizations in Japan and the supporters of foreign nationals, utilizing networks that JICA has established with relevant authorities in developing countries through ODA projects through the JICA-led project of hosting trainees, providing training opportunities in local government, etc., for pro-Japan foreign personnel from developing countries (including Nikkei).

[Ministry of Foreign Affairs] <Policy No. 183> [Roadmap 98]

- Efforts will be made for horizontal expansion by collecting and analyzing the best practices of local government initiatives for acceptance and coexistence of foreign nationals, including highly-skilled foreign professionals in digital skills, and hosting seminars for local governments. Support will be provided, for leading local government initiatives based on their comprehensive strategies, including utilizing the New Regional Economic and Living environment Creation grants (second-generation grants).

[Cabinet Office (Regional Revitalization), and Cabinet Secretariat (Secretariat of the Headquarter for the Creation of New Regional Economies and Living Environments)] <Policy No. 184> [Roadmap 99]

- To further promote the utilization of the Fourth-Generation Foreign Nationals of Japanese Descent acceptance system, we will continue to consider necessary reviews such as relaxing part of the requirements for the program.

[Ministry of Justice] <Policy No. 185>

- Efforts will be made to promote effective utilization of “The National Strategic Special Zone, Foreign Beautician Training Project” in national strategic special zone, which was established in July 2021 based on the National Strategic Special Zone system.

[Cabinet Office (Regional Revitalization), Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 186> [Roadmap 100]

- Proper matching support will be provided to local governments and other public organizations that are trying to utilize foreign nationals to solve the social issues of each region, including publicity by the Japanese Overseas Establishments for foreign human resources living abroad and publicity by relevant domestic organizations for foreign human resources residing in Japan, ensuring a smooth needs-based matching process with foreign human resources. In addition, with regard to the local governments, the use of comprehensive permission to engage in an activity other than that permitted by the status of residence previously granted will be

disseminated to local governments and other public organizations so that foreign nationals can engage in the wider range of activities effectively and flexibly.

[Cabinet Secretariat (Secretariat of the Headquarter for the Creation of New Regional Economies and Living Environments), Ministry of Foreign Affairs, and Ministry of Justice] <Policy No. 187>

- To help foreign personnel settle in a region, we will work with local governments to expand matching opportunities so that people who have completed the JET program or international students can become carriers of the local industry or work as Local Vitalization Cooperator.

[Ministry of Internal Affairs and Communications] <Policy No. 188>

F. Building the residency management system as an infrastructure of a society of harmonious coexistence

(i) Strengthening residency management network

- With regards to the ideal state of permanent residence, in order to increase the predictability of permanent residence application outcomes, the establishment of an approximate amount of income required to prove the applicant's ability to live independently and meet the national interest requirement will be considered. In addition, with regards to revocation of permanent residence status, necessary preparations will be made for the start of operations, including the formulation of guidelines describing cases of intentional failure to pay taxes and other public dues, in order to provide reference cases for national or local government officials who are considering whether or not to make a report, as well as for permanent residents.

[Ministry of Justice] <Policy No. 189> [Roadmap 101]

- The Immigration Services Agency will work to further optimize operation of the refugee recognition system based on three pillars: clarifying normative elements on the eligibility for refugee status, improving the capacity of refugee inquirers and enriching the content of country of origin information, in close cooperation with the Office of the United Nations High Commissioner for Refugees (UNHCR) and other relevant organizations.

[Ministry of Justice] <Policy No. 190> [Roadmap 105]

- Based on the situation after implementing the “Further revision of the operations of the refugee recognition system,” additional countermeasures will be made against applications misusing or abusing the refugee recognition system for the purposes such as employment. In addition, consideration will be given to using digital technology in the examination process as part of the digital transformation of immigration control and residency management, and the examination period will be shortened to achieve processing within the standard processing period (6 months) with the purpose of working to protect and support refugees promptly and

securely.

[Ministry of Justice] <Policy No. 191>

- For those who will newly land in Japan as mid- to long-term residents, the Regional Immigration Services Offices will give guidance on the application for the Individual Number Card to all the receiving organizations, which carry out the procedures on behalf of applicants when they receive the certificate of eligibility, while Japanese overseas establishments (Embassies, Consulates-General and Consular Offices) will remind the visa applicants of applying for the Individual Number Card through checking their application form for the Individual Number Card. In addition, those residents will continue to be informed of their obligation to notify their place of residence to the municipal office which administrates the place, as well as the information on how to obtain their Individual Number Card. When those residents report their moving to the municipality offices which administrate their domiciles in order to apply for their resident cards, the municipality offices will take this opportunity to promote acquisition of the Individual Number Card by accepting the applications.

For mid- to long-term residents who have already lived in Japan, Regional Immigration Services Offices publicize the Individual Number Card application within all mid- to long-term residents who come to the office to apply for a permit to extend the period of their stay. Meanwhile, the municipality offices take advantage of the opportunity when new residents apply for moving-in notifications or other procedures to offer an Individual Number Card application reception, and promote the acquisition of the card. In addition, in 2019, based on the results of the model project carried out by the Regional Immigration Services Offices and the municipalities, and at the request of the municipalities, efforts were made to support the application for the Individual Number Card in the organizations to which many of the mid- to long-term residents belong.

By taking these measures, proper authorities will work to promote smooth acquisition of the Individual Number Card by mid- to long-term residents.

[Ministry of Justice, Ministry of Foreign Affairs, and Ministry of Internal Affairs and Communications] <Policy No. 192>

- The Immigration Services Agency will continue to improve its management of information on the places of residence of mid- to long-term foreign residents by identifying foreign nationals who are not actually residing at their notified places of residence in cooperation with relevant ministries, agencies, local governments, etc. to ensure that they appropriately notify their places of residence, so that mid- to long-term foreign residents will be ensured access to the administrative services and support that they need.

[Ministry of Justice and other relevant ministries and agencies] <Policy No. 193>

- When the Japanese language skills are required for the status of residence, submission of evidence, such as “Japanese-Language Proficiency Test (JLPT) Certificate of Result and Scores” and other certificates, is required. The Immigration Services Agency and other relevant ministries and agencies will cooperate to exchange information to judge the authenticity of such evidence in an integrated manner for proper examination for residence permits.

[Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 194>

- Given the growing importance of the prevention of sensitive technology leakage, the relevant ministries and agencies will work to strengthen screening for the acceptance of students, researchers and other people from outside Japan.

[Ministry of Justice and other relevant ministries and agencies] <Policy No. 195>

- Regarding statuses of residence permitting work, measures will be considered to ensure more appropriate acceptance of foreign human resources by reviewing landing permission criteria and examination methods as necessary, taking into account the impact on Japan’s industries and the daily lives of its citizens, as well as other relevant factors.

[Ministry of Justice] <Policy No. 196>

- In order to appropriately respond to cases of violations of engaging in activities other than those permitted under the status of residence granted, efforts will be made to identify such cases by enhancing fact-finding investigations for residence status examinations. Necessary measures will also be planned and implemented to ensure proper residence management.

[Ministry of Justice] <Policy No. 197>

(ii) Accurate management of international student enrollment

- Efforts will be made, first of all, to securely and strictly manage the system of checking the documents to be submitted at the time of application for the certificate of eligibility pertaining to the “Student” status of residence, and judging on the appropriateness of the Japanese-language institutes by the regional immigration bureaus, after the guidelines was revised in 2019.

[Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 198>

- Based on the Public Notice Guideline for the Japanese-language institutes, the Regional Immigration Services offices will conduct on-site inspections into those institutes, verify the appropriateness of reports on

the check results regarding conformity to the Public Notice Guideline, provide necessary guidance, and, if not improved, strictly take necessary measures to the institution, such as deleting it from the public notice, thereby securing proper management of those institutes. In this inspection, the conformity to the guideline will be accurately judged, based on the attendance rates recorded on ICT, etc.

In addition, Japanese language educational institutions that offer courses for studying abroad accredited by the Minister of Education, Culture, Sports, Science and Technology will also be checked and receive guidance on the appropriateness of the institute from the perspective of residency management, based on the guidelines, etc. established together with the Ministry of Education, Culture, Sports, Science and Technology, and if no improvement is seen or in other cases, information will be provided to the Ministry of Education, Culture, Sports, Science and Technology to ensure the appropriateness of the institute.

[Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 199>

- Measures will be further strengthened so that if an international student is arrested and the Japanese-language institutes that he or she attended is identified, the National Police Agency will provide the Ministry of Justice and the Ministry of Foreign Affairs with information on the Japanese-language institutes thereof. The Ministry of Justice will use this information in its investigation of the institutes, etc., and the Ministry of Foreign Affairs will refer to it in visa examinations. The Ministry of Foreign Affairs will provide the Ministry of Justice with information on Japanese-language institutes pertaining to international students who do not meet the requirements, which will have been found through the visa examination. The Ministry of Justice will use the information in inspection into the Japanese-language institutes, etc.

[National Police Agency, Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 200>

- As a premise for international students to be able to find employment in Japan, ensuring the quality of the institutions of higher education and proper management of international students is required so that international students will be able to concentrate on their studies and acquire advanced expertise, skills and Japanese language competence, and properly complete their courses. Therefore, each university, college of technology, and specialized training college will be asked to accurately gauge the appropriate acceptance of international students, academic grades and status of activities other than those authorized under the status of residence, and to ensure reliable enrollment management such as proper teaching. After sharing information with the Immigration Services Agency, the Ministry of Education, Culture, Sports, Science and Technology and the Immigration Services Agency will collaborate to

conduct investigations into actual conditions of universities and other institutions with insufficient enrollment management and provide them with guidance in order to ensure further thorough enrollment management of international students.

[Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 201>

- The enrollment management of international students will be ascertained promptly and accurately, and the guidance will be reinforced. In addition, as a result of the guidance, in principle stricter examinations of residence status such as not permitting to accept international students until improvement is recognized, will be conducted for the institutions that do not appropriately manage enrollment.

At the same time, sanctions such as reduction or non-issuance of private education subsidies for universities that do not appropriately manage enrollment and publication of the names of such university or institutions will be strengthened.

[Ministry of Justice, and Ministry of Education, Culture, Sports, Science and Technology] <Policy No. 202>

- A system will be established where, in principle, as is the case with universities, if a professional training college is discovered to be engaging in inappropriate enrollment management through the framework of collaboration with the Ministry of Education, Culture, Sports, Science and Technology, the Regional Immigration Services offices and the prefectures, they will not be permitted to accept international students.

[Ministry of Education, Culture, Sports, Science and Technology, and Ministry of Justice] <Policy No. 203>

- As well as a mechanism to create certificates especially for submission to the Regional Immigration Services offices in relation to the Japanese language exams of international students for enrollment in Japanese-language institutes implemented by the various private testing organizations, a system will be established with the cooperation of these testing organizations so that they will respond to any inquiries from the Regional Immigration Services offices and then strict examinations of the students will be conducted by the offices.

[Ministry of Justice] <Policy No. 204>

(iii) Further optimization of the Technical Intern Training Program

- With regard to the Technical Intern Training Program, there are still many cases of unfair acts. For this reason, the Immigration Services Agency and the Organization for Technical Intern Training will maintain strengthened cooperation to exchange information on the status of immigration and residence of technical intern trainees and the current situation of implementing organizations, etc., and identify the current status of

technical intern trainees who belong to implementing companies and organizations more surely and in a timely manner, through which the system will be reinforced in which the regional immigration bureaus and the Organization for Technical Intern Training will conduct prompt and effective on-site inspections. Moreover, an integrated system for support and guidance functions will be established to allow the Organization for Technical Intern Training to deal with problematic cases more swiftly.

In addition, the operational system of the Organization for Technical Intern Training will be structured to enable smooth and appropriate cooperation to exchange information with the Immigration Services Agency based on the conditions of implementation of the Technical Intern Training Program after the enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees, thereby ensuring more proper implementation of the Technical Intern Training Program and protecting technical intern trainees. At the same time, introduction of online application and other procedures will also be discussed.

Furthermore, the survey on supervising organizations and implementing organizations conducted by the regional immigration bureaus in cooperation with the Organization for Technical Intern Training as required will be strengthened, and efforts will be made for more appropriate implementation of the system by taking prompt and strict administrative dispositions, etc.

<Reposted> [Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 100>

- It has been pointed out that in the Technical Intern Training Program, there are actual circumstances in which some technical intern trainees have experiences of improper treatment by the supervising organizations, the implementing organizations and the sending organizations, and based on the actual circumstances of improper treatment related to technical intern trainees becoming pregnant and giving birth to a child, we will once again thoroughly inform the supervising organizations and the implementing organizations and the technical intern trainees about the cautions and systems that can be used in the case of technical intern trainees becoming pregnant or giving birth to a child.

<Reposted> [Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 108>

- Considering how to facilitate smoother operation of the Japanese language proficiency test focused on measuring communication abilities in nursing care settings. The test evaluates the communication skills required for daily life, work, and technical internships in Japan, based on the international standards for assessing foreign language proficiency.

[Cabinet Secretariat (Office of Healthcare Policy)] <Policy No. 205>

- In the cases where a violation of labor-related laws and regulations such

as nonpayment of wages with regard to an implementing organization is found, the Ministry of Justice, the Ministry of Health, Labour and Welfare, and the Organization for Technical Intern Training will cooperate and take such measures as giving guidance or advice, conducting on-site inspections, and issuing improvement orders to the implementing organization or supervising organization, and in the malicious cases, will revoke permission or render other dispositions against the implementing organization or supervising organization. With regard to a suspected violation of labor-related laws and regulations, the Organization for Technical Intern Training will notify the Ministry of Health, Labour and Welfare, and it will conduct instruction and inspection based on the Labor Standards Act and other laws, and provide necessary guidance for correction to the organization, if there is a violation such as nonpayment of wages. In addition, the Ministry of Justice, the Ministry of Health, Labour and Welfare, and the Organization for Technical Intern Training will provide relevant administrative organizations with information or implement accusations where necessary, and the relevant administrative organizations will respond appropriately based on the laws and regulations. The status of such efforts will be published regularly through white papers or other publications.

[Ministry of Justice, Ministry of Health, Labour and Welfare, and National Police Agency] <Policy No. 206>

- In the context of the current situation where still a large number of technical intern trainees are disappearing after entering Japan and in order to reduce the number of missing technical intern trainees, onsite inspections for implementing organizations, etc. will be strengthened, by focusing on the missing rate of technical intern trainees and thereby steadily implement improvement measures presented by the project team relating to operation of the technical intern training program. Various measures to reduce the number of missing technical intern trainees will also be taken, including cooperating with the sending countries to suspend new acceptance from the sending organizations with a large number of missing technical intern trainees. In addition, to ensure that the system is appropriately applied to transfers of technical intern trainees due to “unavoidable circumstances,” efforts will be made to raise awareness among technical intern trainees and related parties about the system and procedures, helping prevent disappearances.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 207>

- Based on the ministerial order stipulating that implementing organizations that are at fault for disappearances are not allowed to accept new technical intern trainees for a certain period of time after the disappearances, measures will be taken to prevent the disappearance of technical intern trainees resulting from improper treatment by the

implementing organizations.

Occurrence of wage-related misconduct by implementing organizations will be restrained by properly checking how and how much those organizations pay remuneration to their technical intern trainees based on the ministerial order stipulating that the implementing organizations should be obliged to pay remuneration to their technical intern trainees by bank transfer or other manner in which the actual amounts of payment can be verified.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 208>

- The Technical Intern Training Program contains problems with breaches of the labor-related laws by some implementing organizations such as long working hours and nonpayment of wages, infringement of human rights, and disappearing of technical intern trainees, so the Organization for Technical Intern Training will thoroughly verify the training hours, whether the same amount of remuneration that Japanese workers would receive for the same kind of work, and whether there is no infringement of human rights when the Organization accredits a technical intern training plan or conducts on-site inspections. Work-style reform-related laws (Act No. 71 of 2018) will also be disseminated to ensure observation. In addition, to these efforts, in order to protect technical intern trainees, an emergency consultation center will be newly established to ensure the protection of technical intern trainees in need of support, including provision of temporary accommodation. Furthermore, public relations videos will be created in 10 different languages, including Japanese, to make sure that technical intern trainees know what they need to know, such as that they can change the implementing organizations if there are unavoidable circumstances, what they should do if they notice any unfair acts, that there is a possibility of getting involved in crime or other incidents if they run away, and that the Organization for Technical Intern Training offers consultation services in different languages, and these videos will be promoted directly to individual technical intern trainees through their supervising and sending organizations.

Expensive guarantee money and other fees are considered to be one of the causes of disappearance of technical intern trainees, and therefore proactive publicity and awareness-raising activities will be conducted, targeting technical intern trainees or candidates before coming to Japan, to prevent them from running away, through utilization of the above videos and by other means, while at the same time efforts will be taken to understand the actual situations concerning the financial burdens on technical intern trainees.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 209>

- A preferential treatment measure was put into effect in August 2021 for

implementing organizations, etc. that provide technical intern trainees with a living environment that allows them to lead healthy and comfortable lives and helps raise their motivation for acquisition of technical skills, etc. during their internship training, for example, through paying adequate attention to privacy and protection against infection. This measure adds extra points to organizations providing private room accommodations in the scores that are used as the standards for certification of "excellent implementing organizations," for which Technical Intern Training (iii) is permitted, the quota of trainees is doubled, and so on. This measure will continue to be appropriately implemented.

[Ministry of Justice, and Ministry of Health, Labour and Welfare] <Policy No. 210>

(iv) Strengthening of measures against illegal foreign residents

- The Ministry of Justice will develop a crackdown system and implement a greater number of effective crackdowns by strengthening the cooperative relationships with the relevant organizations and promoting close and prompt information sharing.

In addition, as part of the digital transformation of immigration control and residency management, consideration will be given to strengthening information collection and analysis functions in line with the digitalization of society. This includes effectively and efficiently cracking down on illegal activities by, for example, using information that constitutes grounds for deportation, such as illegal employment placements found online, the buying and selling of forged or altered residence cards, and information that has been available online since March 2021 regarding notifications of the employment status of foreign nationals. Such information will be utilized by the Immigration Services Agency and regional immigration offices to crack down on disappearing technical intern trainees who may be engaged in illegal employment or fraudulent residence.

In order to promote a crackdown on cases of illegal foreign residents and cases of imposter residents, the Regional Immigration Services offices will work to promote effective and efficient crackdown through the strong cooperative relationships with the relevant organizations such as the police and regional labor bureaus, as well as the close sharing of information and reinforced analysis of collected information. In addition, strict responses will be implemented against malicious intermediary organizations and employers, such as proactively cracking down on intermediary organizations and employers involved in cases related to illegal foreign residents, imposter residents, and cases of facilitating illegal work. Furthermore, publicity, awareness-raising activities and guidance will be carried out to prevent illegal work, and to promote the voluntary appearance of illegal foreign residents at the Regional Immigration Services Bureaus.

[Ministry of Justice, National Police Agency, and Ministry of Health, Labour and Welfare] <Policy No. 211> [Roadmap 102 & 103]

- Efforts will be made to proactively proceed with the procedure for revocation of the statuses of residence of imposter residents in order to achieve stringent residency management of imposter residents, by utilizing information on the notification of the employment status of foreign nationals and continuing to increase the speed of processing notified information, for example, through encouraging accepting organizations to which mid- to long-term residents belong to use the E-Notification System, etc. In addition, efforts will be made to raise awareness and ensure thorough measures to prevent the misuse of forged or altered residence cards, and further strengthen measures against fraudulent residents.
[Ministry of Justice] <Policy No. 212>
- The Regional Immigration Services offices will work closely with relevant organizations to crack down on the use of forged or altered residence cards and to rigorously deal with any malicious use. In particular, efforts will be made to grasp the situation of distribution of fake residence cards through detection and crackdown on fake residence card manufacturing sites.
[Ministry of Justice and other relevant ministries and agencies] <Policy No. 213>
- With regard to foreign nationals who, after being issued with a written deportation order and provisionally released, do not promptly depart from Japan, in order to confirm and ascertain the compliance with the conditions of provisional release (such as residence in the specified place of residence or prohibition on work) and the necessity of continuing provisional release, the actual situation of residence and employment of these foreign nationals and whether or not there are continuing grounds for provisional release will be properly and strictly monitored. As a result of the investigation, the foreign national for whom it has been confirmed that there has been a violation of the conditions or the grounds for provisional release no longer exist, will be detained again after the revocation of the provisional release or denial of extension of the period of provisional release, if it is deemed appropriate considering the degree of the violation and other circumstances.
In addition, given that the number of those whose whereabouts have become unknown because of their abscondence while on provisional release is increasing recently, measures will be taken to effectively prevent those issued with a written deportation order on provisional release from absconding.
[Ministry of Justice] <Policy No. 214>
- After the enforcement of the Act for Partial Amendment of the Immigration Control and Refugee Recognition Act enacted in the 2023 ordinary session of the Diet, its implementation will be steadily carried out. In order to further

reduce the number of deportation evaders, while analyzing and verifying trends of deportation evaders and effective deportation methods, we will further strengthen deportation in a case-by-case manner (such as individual deportation accompanied by an escort officer, deportation in a small group, deportation accompanied by security personnel, and group deportation by charter flight).

In addition, we will strengthen initiatives that encourage deportation evaders to return to their countries voluntarily such as encouraging usage of Assisted Voluntary Return and Reintegration program conducted by the International Organization for Migration (IOM).

Furthermore, in addition to strengthening the systems necessary to promote these initiatives, we will further improve the training and education of staff engaged in the program as well as develop a training system.

[Ministry of Justice] <Policy No. 215> [Roadmap 104]

- The existence of countries that are uncooperative in the deportation process, such as those that refuse to issue temporary passports for return ex officio or those do not accept their own deported nationals, causes difficulties in the execution of written deportation orders. Negotiations with these countries will be advanced by setting up a forum for high-level negotiations specializing in bilateral agreements and the deportation of foreign nationals refusing deportation to seek cooperation on picking them up.

[Ministry of Justice, and Ministry of Foreign Affairs] <Policy No. 216>

- In terms of the acceptance of foreign nationals, with regard to the status of residence of "Specified Skilled Worker," since the Ministry of Justice Ordinance provides "possession of a passport issued by a foreign government or an authorized organization of the region which cooperates for smooth enforcement of written deportation order," the certificate of eligibility will not be issued to nationals of countries which do not accept the deportees originating from their own country. In addition, with regard to other statuses of residence, strict examinations will be carried out at the time of the applications for the certificates of eligibility and immigration for nationals of such countries.

[Ministry of Justice] <Policy No. 217>

- The facilities detaining foreign nationals will make efforts to enhance the treatment of foreign inmates including measures to improve the system of interpretation and translation of languages.

[Ministry of Justice] <Policy No. 218>