

Initiatives to Accept Foreign Nationals and for the Realization of Society of Harmonious Coexistence



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See here for the latest materials
(Immigration Services Agency of Japan website).

Specified Skilled Worker System
(Initiatives to Accept Foreign Nationals and for the Realization of
Society of Harmonious Coexistence)

<https://www.moj.go.jp/isa/content/930004452.pdf>

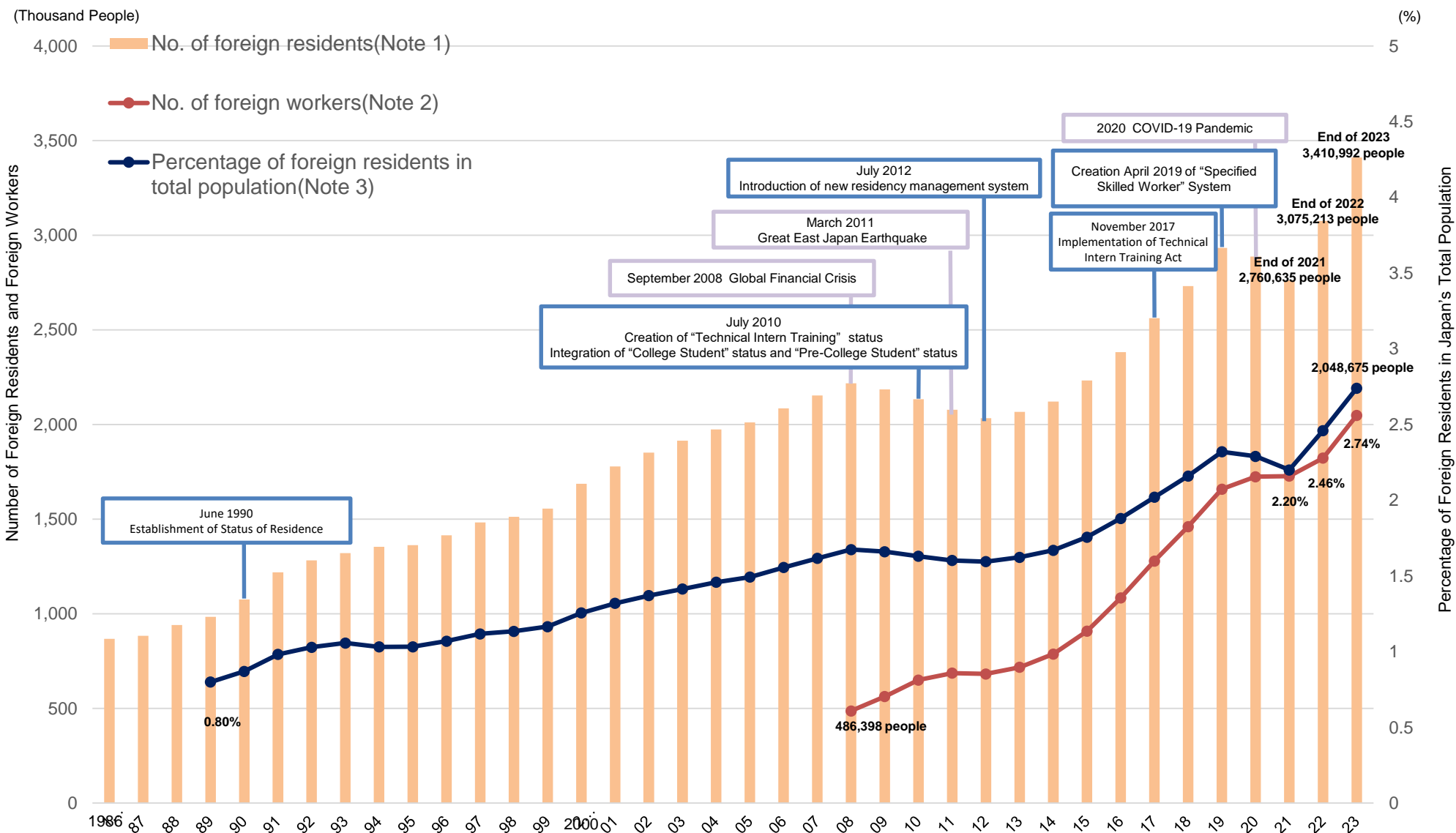


Revised in September , 2024

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Changes in the Situation of Foreign Residents in Japan



Note 1: Until 2011, based on the Registered Foreign Resident Statistics (as of the end of each year) by the Immigration Bureau of the Ministry of Justice, and from 2012 onward based on the Immigration Bureau's Statistics for Foreign Residents (as of the end of each year).

Note 2) Based on the Summary of Notification of the Status of Employment of Foreign Nationals (Statistics as of the end of October of each year) (As the system of Notification of the Status of Employment of Foreign Nationals started on October 1, 2007, the graph indicates changes since 2008).

Note 3: Total population is based on Ministry of Internal Affairs and Communications (MIC)'s Population Estimates as of October 1 of each year.

List of Status of Residence



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Status of Residence Eligible for Work (With Restrictions on Activity)

Status of Residence	Examples
Diplomat	Ambassador or minister of a foreign government and their families
Official	Employee of a foreign government engaged in public affairs and their -families
Professor	College professor
Artist	Composer, painter or writer
Religious Activities	Missionary assigned by a foreign religious organization
Journalist	Reporter or photographer of foreign press
Highly Skilled Professional	Highly-skilled human resources in accordance with the points' system
Business Manager	Manager or administrator of a company
Legal/Accounting Services	Attorney or certified public accountant
Medical Services	Physician, dentist or registered nurse
Researcher	Researcher at a government-related institution or company
Instructor	Language instructor at a senior high school or junior high school
Engineer/Specialist in Humanities/ International Services	Engineer such as of mechanical engineering, interpreter, designer, language instructor
Intra-company Transferee	Transferee from an office abroad
Nursing carer	Care worker
Entertainer	Actor, singer, or professional athlete
Skilled Labor	Chef of foreign cuisine or sports instructor
Specified Skilled Worker	Foreign nationals engaging in works requiring the proficient skills belonging to a specified industrial field (Note)
Technical Intern Training	Technical intern trainee

Note : Nursing care, Building cleaning management, Industrial product manufacturing, Construction industry, Shipbuilding and ship machinery industry, Automobile repair and maintenance, Aviation industry, Accommodation industry, Automobile transportation business, Railway, Agriculture, Fishery & aquaculture, Manufacture of food and beverages, Food service industry, Forestry, Wood industry (Cabinet Decision on Mar. 29, 2024).

Status of residence based on personal status or position (Without Restrictions)

Status of Residence	Examples
Permanent Resident	Individual who is permitted permanent residence
Spouse or Child of Japanese National	Spouse, biological child, or child adopted by a Japanese national
Spouse or Child of Permanent Resident	Spouse or biological child of permanent resident or special permanent resident who was born and continues to reside in Japan
Long Term Resident	Third generation Japanese or child of foreign national spouse from a previous marriage

Status of residence which is specifically designated

Status of Residence	Examples
Designated Activities	Domestic staff of a diplomat or working holiday

Status of residence not to permit work activities (*)

Status of Residence	Examples
Cultural Activities	Researcher of Japanese culture
Temporary Visitor	Tourist or conference participant
Student	Student or pupil of a university, junior college, or language school
Trainee	Trainee
Dependent	Spouse or child supported by the foreign resident

*When a foreign national receives “permission to engage in an activity other than those permitted by the status of residence previously granted”, a certain amount of work is permitted.

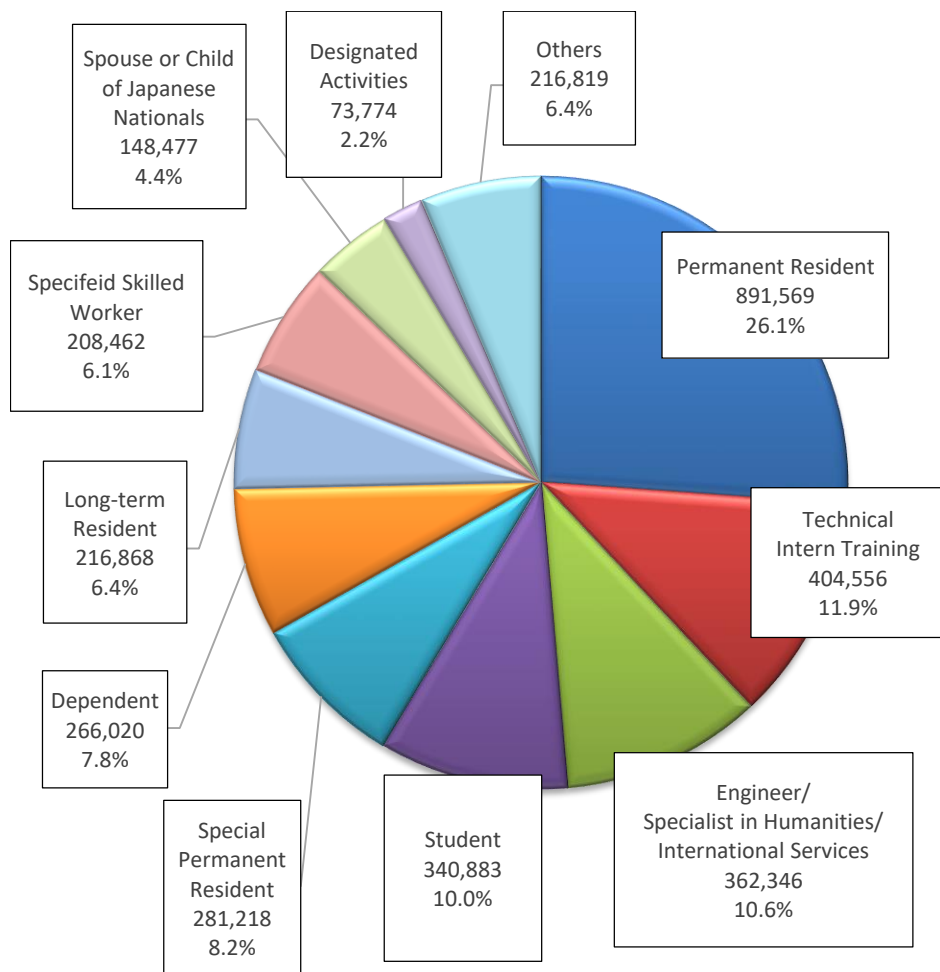
Breakdown of Number of Foreign Residents by Status of Residence and Nationality



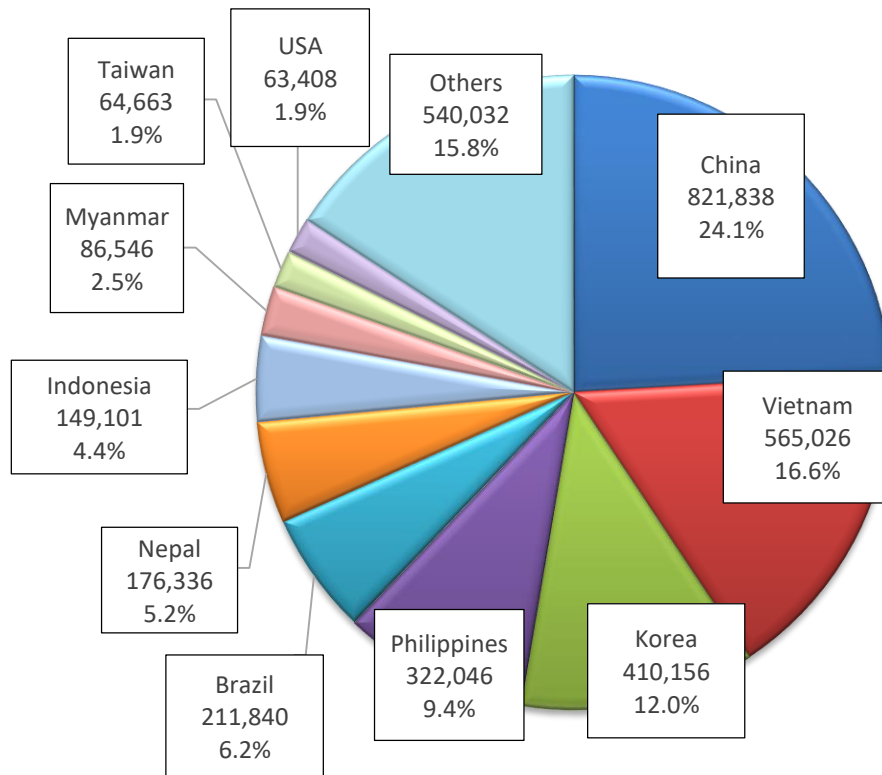
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Total Number of Foreign Residents: 3,410,992 people

Status of Residence



Nationality/Region

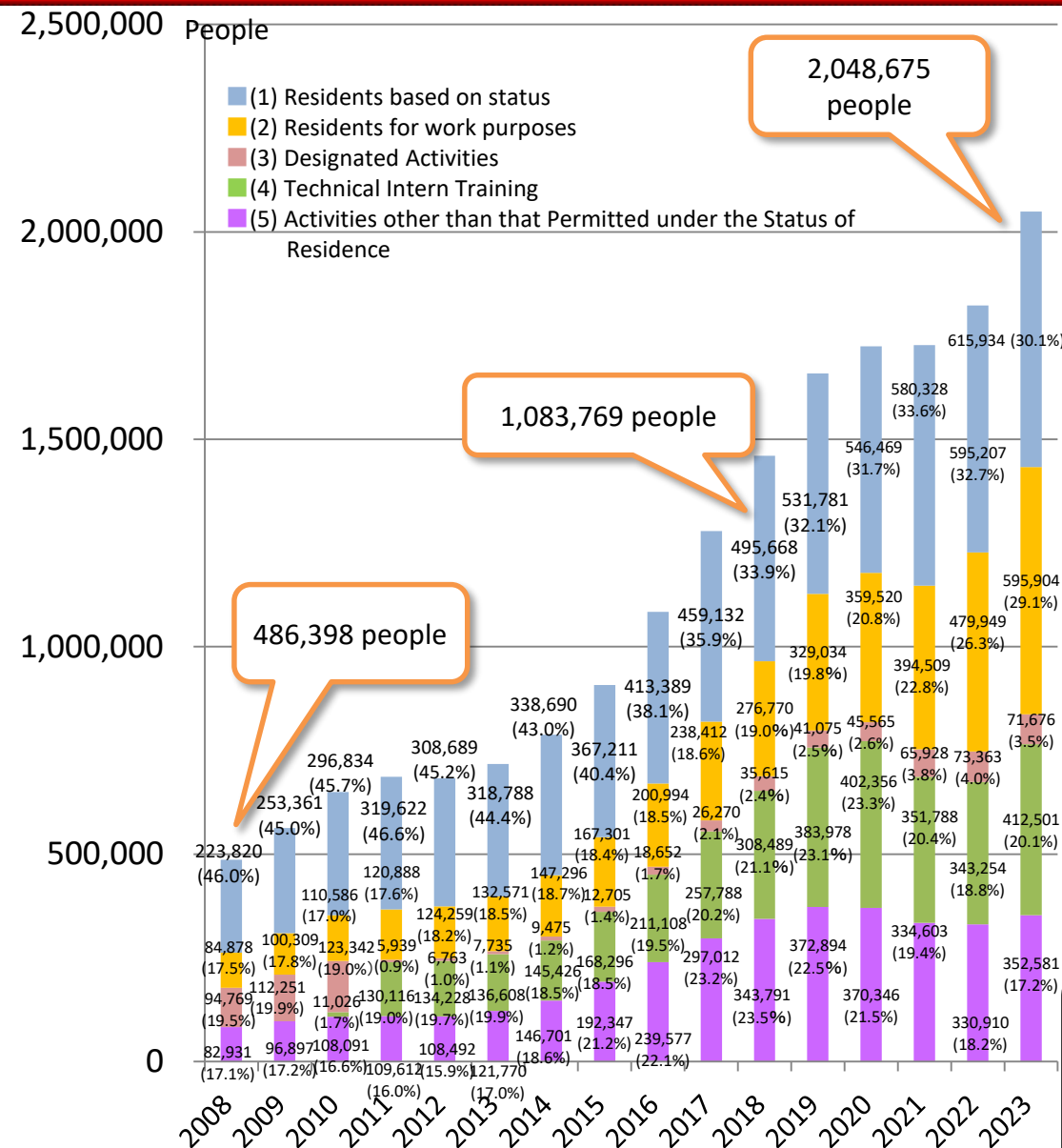


Breakdown of Number of Foreign Workers



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(1) Residents based on status - about 616,000 people (30.1%)
(Basically “Long-term residents” (mainly Japanese descendants), “Permanent residents” and “Spouse or child of Japanese nationals”, etc.)
· These statuses of residence have no restrictions on activities, so activities for remuneration in various fields are possible.

(2) Residents for work purposes – about 596,000 people (29.1%)
(So-called “professional and technical fields”)
· For some of these statuses of residence, the criteria for landing permission are determined in consideration of “the impact on Japanese industry and citizen’s lives, and other circumstances”.

(3) Designated Activities – about 72,000 people (3.5%)
(Foreign nurse/care worker candidates based on EPA, working holidays, foreign construction workers, foreign shipbuilding workers, etc.)
· Foreign nationals residing in Japan with the status of residence of “Designated Activities” status of residence may or may not be permitted to receive remuneration, depending on the details of their individual permission.

(4) Technical Intern Training– about 413,000 people (20.1%)
Aimed at international cooperation with developing countries through skill transfer.
Under the July 1, 2010, revision of the Immigration Control and Refugee Recognition Act, Technical Intern Trainees are now granted the status of residence of “Technical Intern Training” under employment relationships from their first year of entry into Japan.

(5) Activities other than those permitted by the status of residence previously granted (part-time jobs for international students, etc.) – about 353,000 people (17.2%)
· Activities for remuneration may be deemed appropriate if within a range that does not interfere with the original activity which is the main purpose of residence (up to 28 hours per week, etc.).

Fundamental Concepts

Foreign Nationals in Professional or Technical Fields



Proactive Acceptance

- Promoting the acceptance of foreign workers in professional or technical fields proactively from the viewpoint of vitalizing and further internationalizing the Japan's economic society (Basic Plan for Employment Policy 9th edition. (approved by the Cabinet on August 13, 1999))
- There is a need to proactively accept foreign nationals in professional and technical fields, who contribute to the revitalization of Japan's economy and society, and continuous efforts will be made to facilitate smooth acceptance by clarifying the operations involved in determining the status of residence and reducing the burden of the procedures (Basic Plan for Immigration Control and Residency Management. (April 2019 Ministry of Justice))

Requiring of Various Consideration

Other Foreign Nationals



- Corresponding deliberately while gaining a national consensus, since the acceptance could have a big impact on Japan's economic society and people's living (Basic Plan for Employment Policy 9th edition. (approved by the Cabinet on August 13, 1999))
- With regard to the acceptance of foreign nationals in fields which are not deemed to be professional or technical, naturally, it is necessary to monitor the needs and to verify the economic effects brought about through acceptance, but a consideration is also required from wide-ranging perspectives such as the social costs of education, welfare, etc., the overall impact on employment such as working conditions, the situation of efforts to secure Japanese workers, the impacts on the industrial structure through acceptance, an appropriate mechanism in the event of acceptance, preparation of the environment associated with acceptance, and security, and this consideration needs to be conducted based on a national consensus. (April 2019 Ministry of Justice))

- In order to cope with the worsening labor shortages, the statuses of residence of “Specified Skilled Worker (i)” and “Specified Skilled Worker (ii)” were established to accept work-ready foreign nationals who have a certain degree of expertise and skills in the industrial fields where it is still difficult to secure human resources even if efforts have been made to improve productivity and secure domestic human resources. (Started on April 1, 2019)
 - **Specified Skilled Worker (i):** Status of Residence for foreign nationals **engaging in work requiring skills which need considerable degree of knowledge or experience belonging to a specific industrial field.**
Number of Specified Skilled Workers (i) residing in Japan : 251,594 people (as of the end of June 2024; preliminary figure)
 - **Specified Skilled Worker (ii):** Status of Residence for foreign nationals **engaging in work requiring proficient skills belonging to a specified field.**
Number of Specified Skilled Workers (ii) residing in Japan : 153 people (as of the end of June 2024; preliminary figure)
- Specified Industry Fields (16 Fields) : “Nursing care”, “**Building cleaning management**”, “**Industrial product manufacturing**”, “**Construction industry**”, “**Shipbuilding and ship machinery industries**”, “**Automobile repair and maintenance**”, “**Aviation industry**”, “**Accommodation industry**”, “Automobile transportation business”, “Railway”, “**Agriculture**”, “**Fishery & aquaculture**”, “**Manufacture of food and beverages**”, “**Food service industry**”, “Forestry”, “Wood industry”
- (The fields in red can accept specified skilled workers (i) and (ii). The fields in black can only accept specified skilled workers (i))
(It is planned to allow acceptance in “Automobile transportation business” field after the notifications provided by the competent Ministry come into effect, etc.)

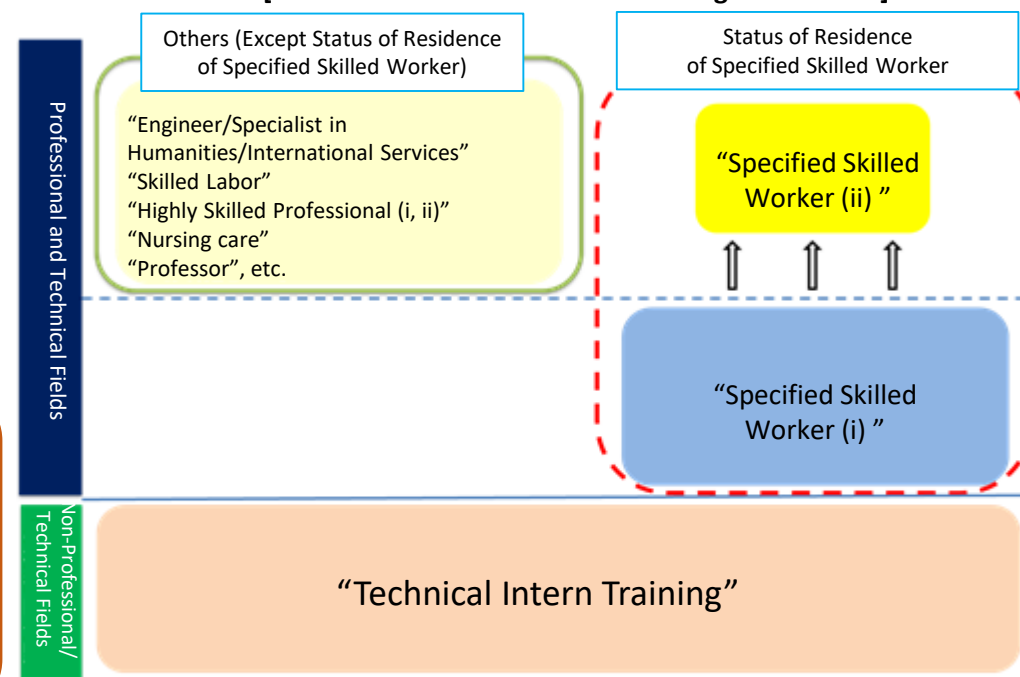
Major Points for Specified Skilled Worker (i)

- Period of stay: A term individually designated by the Minister of Justice (1 year or less), which can be renewed up to 5 years in total
- Skill Standards: Confirmed by exams, etc. (those who have completed Technical Intern Training (ii) are exempted from exams.)
- Japanese language level: Proficiency in Japanese needs to be confirmed by exams. (Those who have completed Technical Intern Training (ii) are exempted from exams.)
*There are additional requirements in the fields of “Nursing care”, “Automobile transportation business (taxi drivers and bus drivers)”, and “Railway (train operation works)”.
- Accompanied by family members: basically not permitted
- Eligible for support by Accepting Organizations or Registered Support Organizations

Major Points for Specified Skilled Worker (ii)

- Period of stay: Renewed every 3 years, 1 year or 6 months, which can be renewed unlimitedly
- Skill Standards: Confirmed by exams, etc.
- Japanese language level: No need for confirmation by exams (except for “Fishery & aquaculture” and “Food service industry”(N3)).
- Accompanied by family members : Possible if requirements are met (spouse, children)
- Not eligible for support by Accepting Organizations or Registered Support Organizations

[Skill Level for Status of Residence Eligible to Work]



Policies by Field (16 Fields)

	Field	Labour Shortage Conditions	HR Standards		Other Important Matters
		Expected No. Accepted (Max. value over 5 years)	Skill Test	Japanese Language Test	Jobs to Engage in
Ministry of Health, Labour and Welfare	Nursing care	135,000 people	Nursing Care skills evaluation test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher) (In addition to the above) Nursing care Japanese language evaluation test	<ul style="list-style-type: none"> • In addition to Nursing care (assistance with bathing, eating and excretion responding to the physical and mental condition of the user), other related support services (assistance with recreation and functional training, etc.) <p>Note: Care service provided by home visits are not included</p> <p style="text-align: right;">〔1 test category〕</p>
	Building cleaning management	37,000 people	Building cleaning Management skills evaluation test	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Interior building cleaning <p style="text-align: right;">〔1 test category〕</p>
Ministry of Economy, Trade and Industry	Industrial product manufacturing	173,300 people	Examination Evaluation Category 1 Specified Technical Skills for Manufacturing Sectors (Machine parts and tooling/Industrial machinery/Electric, electronics and information industries)	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Machining and metal processing • Electric and electronic equipment assembly • Metal surface treatment • Carton box and corrugated card board box making • Precast concrete manufacturing • Refuse derived paper & plastics densified fuel making • Tableware and ornaments pottery manufacturing • Printing / Book binding • Fabricated textiles manufacturing • Sewing <p style="text-align: right;">〔10 test categories〕</p>

Policies by Field (16 Fields)

	Field	Labour Shortage Conditions	HR Standards		Other Important Matters
		Expected No. Accepted (Max. value over 5 years)	Skill Test	Japanese Language Test	Jobs to Engage in
Ministry of Land, Infrastructure, Transport and Tourism	Construction industry	80,000 people	Construction field Specified Skilled Worker (i) test, etc.	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Civil engineering • Building • Infrastructure facilities & equipment <p>〔3 test categories〕</p>
	Shipbuilding and ship machinery industries	36,000 people	Shipbuilding and ship machinery industry Specified Skilled Worker (i) test, etc.		<ul style="list-style-type: none"> • Shipbuilding • Ship machinery • Ship electrical and electronic equipment <p>〔3 test categories〕</p>
	Automobile repair and maintenance	10,000 people	Automobile repair and maintenance field Specified Skilled Worker (i) test, etc.		<ul style="list-style-type: none"> • Automobile daily maintenance, Regular maintenance, Certified maintenance, The work in incidentally in certified maintenance <p>〔1 test category〕</p>
	Aviation industry	4,400 people	Aviation field Specified Skilled Worker (i) test		<ul style="list-style-type: none"> • Airport ground handling (ground driving support services, baggage and freight handling services) • Aircraft maintenance (maintenance of aircraft and equipment, etc.) <p>〔2 test categories〕</p>
	Accommodation industry	23,000 people	Accommodation industry field Specified Skilled Worker (i) test		<ul style="list-style-type: none"> • Providing accommodation services, such as working at the front desk, planning/public relations, hospitality, restaurant services <p>〔1 test category〕</p>

Policies by Field (16 Fields)

	Field	Labour Shortage Conditions	HR Standards		Other Important Matters
		Expected No. Accepted (Max. value over 5 years)	Skill Test	Japanese Language Test	Jobs to Engage in
Ministry of Land, Infrastructure, Transport and Tourism	Automobile transportation business *	24,500 people	Automobile transportation business field Specified Skilled Worker (i) test, etc.	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • Motor truck drivers • Taxi drivers • Bus drivers <p>(3 test categories)</p>
	Railway	3,800 people	Railway field Specified Skilled Worker (i) test, etc.	*For "Jobs to Engage in" which are marked in blue , Japanese Language Proficiency Test (N3 or higher)	<ul style="list-style-type: none"> • Track construction and maintenance • Electric facilities construction and maintenance • Rolling stock maintenance and overhaul • Rolling stock manufacturing • Train operation works (drivers conductors and workers who are directly engaged in train / car operation) <p>(5 test categories)</p>
Ministry of Agriculture, Forestry and Fisheries	Agriculture	78,000 People	Agriculture Skill Assessment Test Level 1	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> • General crop farming (cultivation management, collection/shipping/sorting of agricultural products, etc.) • General livestock farming (breed management, collection/shipping/sorting of livestock products, etc.) <p>(2 test categories)</p>
	Fishery & aquaculture	17,000 people	No. 1 Fishing industry skills proficiency Test		<ul style="list-style-type: none"> • Fishery (production and repair of fishing gear, search for marine animals and plants, operation of fishing gear and machinery, capture of marine animals and plants, processing and storage of catch, ensuring health and safety, etc.) • Aquaculture industry (production, repair and management of aquaculture materials, breed management, collection (harvesting) and processing of aquaculture animals and plants, ensuring health and safety, etc.) <p>(2 test categories)</p>

* It is planned to allow acceptance following the implementation of the notifications provided by the competent Ministry in the field.

Policies by Field (16 Fields)

	Field	Labour Shortage Conditions	HR Standards		Other Important Matters
		Expected No. Accepted (Max. value over 5 years)	Skill Test	Japanese Language Test	Jobs to Engage in
Ministry of Agriculture, Forestry and Fisheries	Manufacture of food and beverages	139,000 people	Manufacture of Food and Beverage Skills Proficiency test (Manufacture of food and beverage field)	Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test (N4 or higher)	<ul style="list-style-type: none"> General food and beverage manufacturing (manufacturing/processing and health and safety of food and beverages (excluding liquor)) <div>〔1 test category〕</div>
	Food service Industry	53,000 people	Food service Industry Skills Proficiency test (Food service Industry field)		<ul style="list-style-type: none"> General restaurant industry (food and beverage processing, customer service, store management) <div>〔1 test category〕</div>
	Forestry	1,000 people	Forestry field Specified Skilled Worker test		<ul style="list-style-type: none"> Silviculture, Production of logs, etc. <div>〔1 test category〕</div>
	Wood Industry	5,000 people	Wood industry field Specified Skilled Worker (i) test		<ul style="list-style-type: none"> Wood processing in sawmilling industry and plywood industry, etc. <div>〔1 test category〕</div>

Comparison of Technical Intern Training Program and Specified Skilled Worker System



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	Technical intern training (supervising-organization type)	Specified skilled worker (i)
Applicable laws and regulations	The Act on Proper Technical Intern Training and Protection of Technical Intern Trainees / The Immigration Control and Refugee Recognition Act	The Immigration Control and Refugee Recognition Act
Status of residence	Status of residence of “Technical Intern Training”	Status of residence of “Specified Skilled Worker”
Period of stay	Technical intern training (i): within 1 year; technical intern training (ii): within 2 years; technical intern training (iii): within 2 years (maximum of 5 years in total).	Total of 5 years
Skills level of the foreign national	N/A	Requires considerable knowledge or experience
Examination at time of entry into Japan	N/A (Only nursing care workers need to fulfill the N4 level Japanese language skills requirement at entry)	Skills level and Japanese language skills level tested through examinations (Employees who successfully complete technical intern training (ii) are exempt from having to take the examinations, etc.)
Sending organization	An organization that has received a recommendation or approval from a sending country government	N/A
Supervising organization	Yes (Non-profit business cooperatives, etc. which conduct audits of implementing organizations and other supervisory work . System of permission granted by the competent ministers)	N/A
Support organization	N/A	Yes (Individuals or groups are entrusted by the accepting organization to provide housing for specified skilled workers and other support. System of registration by the commissioner of the Immigration Services Agency)
Matching foreign nationals with the accepting organization	Implemented through the supervising organization and the sending organization	The accepting organization can conduct recruitment activities directly overseas or through a mediating organization, etc.
Limit on the number of foreign nationals in the accepting organization	There is a limit on the number according to the total number of full-time staff	There is no limit on the number of specified skilled workers (except in the field of nursing care, construction)
Activity content	Activities of attending lectures based on the technical intern training plan and of engaging in work pertaining to skills (i) Activities of engaging in work requiring skills, etc. based on the technical intern training plan ((ii) and (iii)) (non-professional or technical field)	Activities of engaging in work requiring a considerable degree of knowledge or experience (professional or technical field)
Transfer and change of job	In principle not possible. However, in unavoidable situations such as bankruptcy of the organization implementing the training, transfer is possible at the time of transition from (ii) to (iii).	It is possible to change jobs within the same job category or among job categories where commonality in the skills level has been confirmed through an examination.

About the accepting organizations

1. Criteria for accepting organizations to accept foreign nationals

- ① Employment contract entered into with the foreign national is appropriate (e.g., the amount of remuneration is equivalent to or greater than that a Japanese national would receive for the same kind of work)
- ② The organization itself is appropriate (e.g., no violation of the immigration or labor-related laws within the past 5 years)
- ③ There is a system in place to support foreign nationals (e.g., able to offer support in a language understood by foreign nationals)
- ④ The plan to support foreign nationals is appropriate (e.g., includes general living orientation, etc.)

2. Obligations of the accepting organization

- ① Reliable fulfillment of the employment contract entered into with the foreign national (e.g., payment of appropriate remuneration)
 - ② Provision of appropriate support for foreign nationals → possible to outsource support to a registered support organization
 - If all support is entrusted, ③ has already been satisfied
 - ③ Submission of various notifications to the Immigration Services Agency
- Note. Failure to do ① to ③ will result in permission being denied for acceptance of foreign nationals, and the organization may be subject to guidance and improvement orders from the Immigration Services Agency.

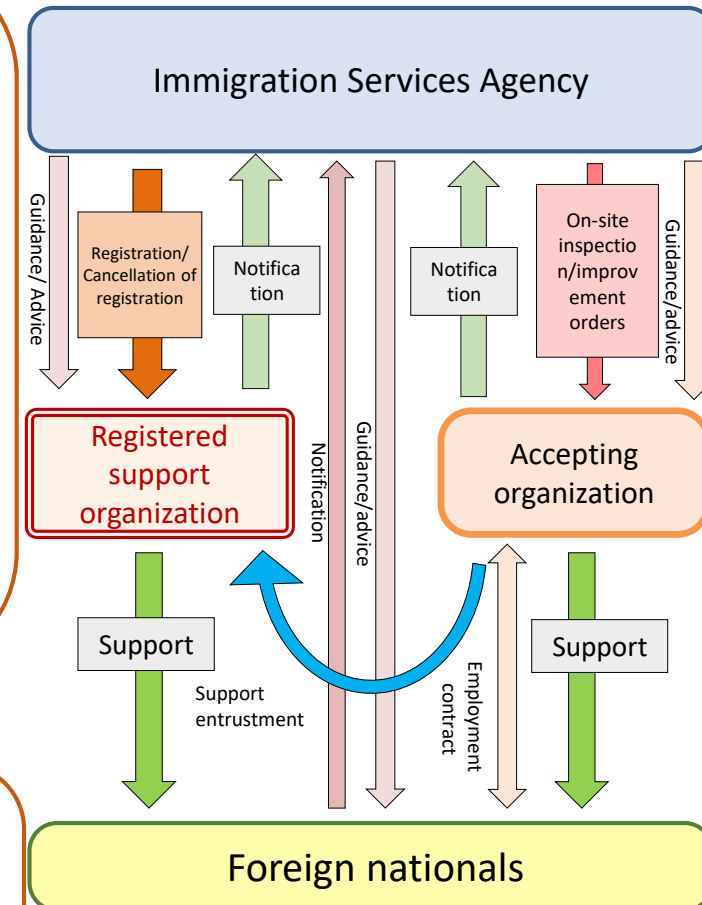
About the registered support organizations

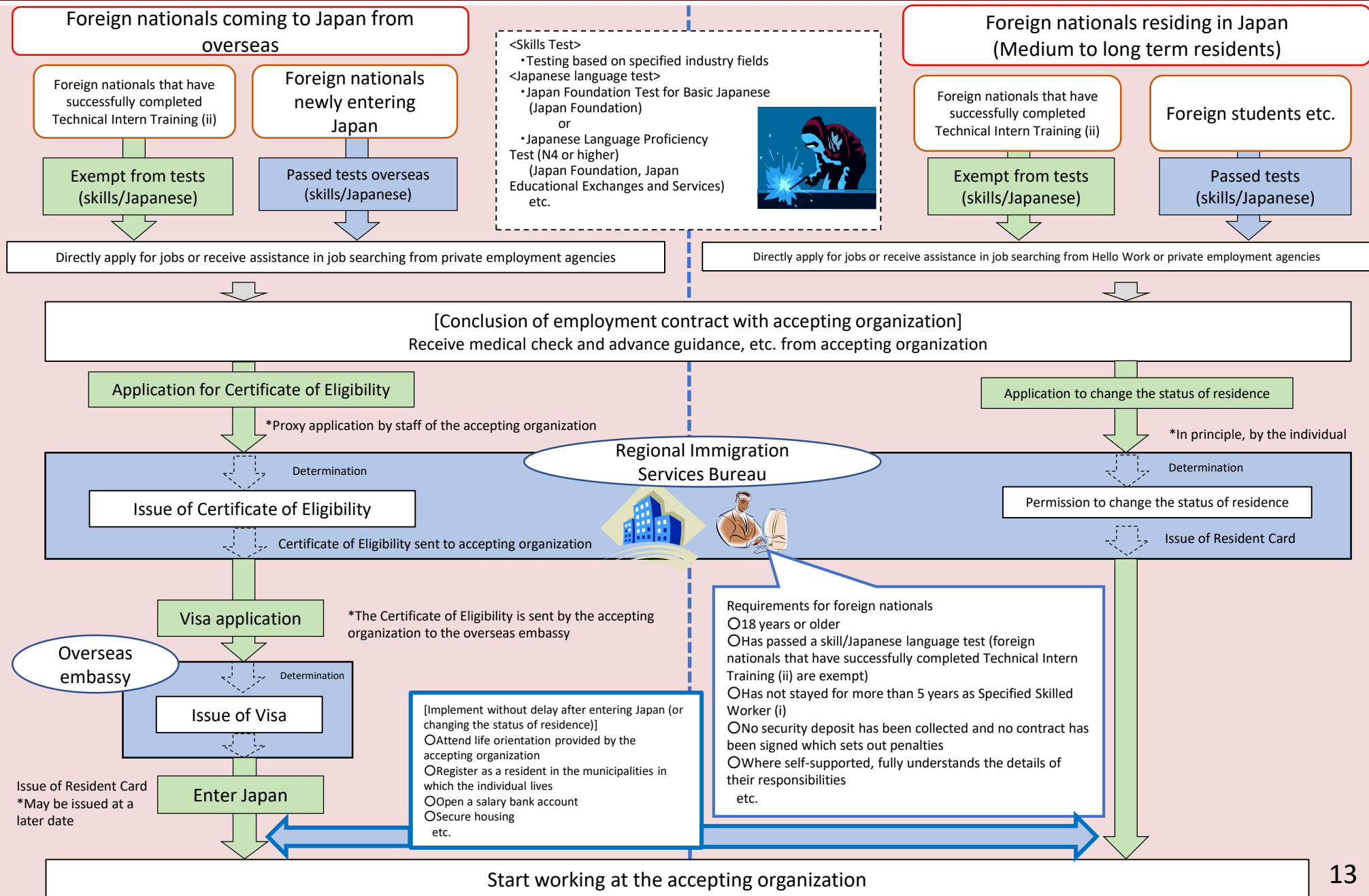
1. Criteria for registration

- ① The organization itself is appropriate (e.g., no violation of the immigration or labor-related laws within the past 5 years)
- ② There is a system in place to support foreign nationals (e.g., able to offer support in a language understood by foreign nationals)

2. Obligations of the registered support organization

- ① Implementation of appropriate support for foreign nationals
 - ② Submission of various notifications to the Immigration Services Agency
- Note. Failure to do ① and ② may result in registration being revoked.





Main Points

- Accepting organizations must create a plan (Support Plan for Foreign nationals in Specified Skill Worker (i), Hereinafter “support plan”) for the smooth and stable implementation of work life, daily life and social life support for Specified Skilled Worker (i) foreign nationals engaged in the activities of “Specified Skilled Worker (i), and must provide support based on this plan.

* There is no duty to support Specified Skilled workers (ii).

■ Creation of a Support Plan

- Accepting organizations must create a support plan when applying for residence (*) and submit this with the application documents at the time of application.
- * Application for certificate of eligibility for Specified Skilled Worker (i) and application for permission to change the status of residence, etc.

■ Major Elements of Support Plans

- Implementation details and methods for the 10 items (see page 15) necessary for work life, daily life and social life as specified by Ministerial Ordinance
- Name and title of support manager and supporter
- Where the implementation of support is contractually outsourced to another party, the name and address of that other party
- Registered support organization (only when outsourced to a registered support organization)

■ Outsourcing Support Plan Implementation to Registered Support Organizations

- Accepting organizations may outsource all or part of the support plan to another party (concluding a support outsourcing contract).
- Where the accepting organization outsources all of the implementation of the support plan to a registered support organization (see page 16), they shall be deemed to have a system in place to provide foreign nationals with support.
- Registered support organizations that have received the outsourcing of support cannot further outsource the implementation of support (it may make use of interpreters, etc. within the scope of providing assistance through the implementation of support activities).

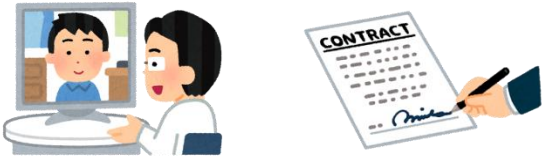
Support Plan Outline (2)



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(1) Provide Advance Guidance

- Explain in person or by video call working conditions, immigration procedures and the existence of security deposit collection, etc. prior to applying for a Certificate of Eligibility or applying for permission to change the status of residence



(2) Pick-up and Drop-off when Entering and Leaving Japan

- Pick-up and drop-off between airport and office or home when arriving
- Pick-up and drop-off and accompaniment to security checkpoints at airport when returning



(3) Support with Contracts Necessary to Secure Housing/Living

- Serving as joint guarantor, providing company housing etc.
- Guidance on opening a bank account, and establishing utility and mobile phone contracts, etc.



(4) Provide Life Orientation

- Explanation of Japanese rules and manners, how to use public institutions, contact information and disaster response for smooth social life.



(5) Accompany for Official Procedures

- As necessary, accompany for residential registration, social security and tax procedures etc., and aid for document preparation



(6) Provide Opportunities to Learn Japanese

- Enrolment information for Japanese language classes and provision of information on Japanese learning materials etc.



(7) Respond to Questions and Complaints

- With respect to consultations and complaints about work and life, provide necessary guidance and advice in a language which can be fully understood by the foreign nationals



(8) Promote Exchanges with Japanese People

- Provide guidance and assist in the participation in exchanges with local residents such as neighbourhood associations, and local festivals etc.



(9) Support Change of Employment (in the event of staff reduction etc.)

- Help to find work in the event that the accepting side cancels the employment contract due to their own circumstances, providing a letter of recommendation, and the granting of paid leave for job hunting and necessary administrative procedures, etc.

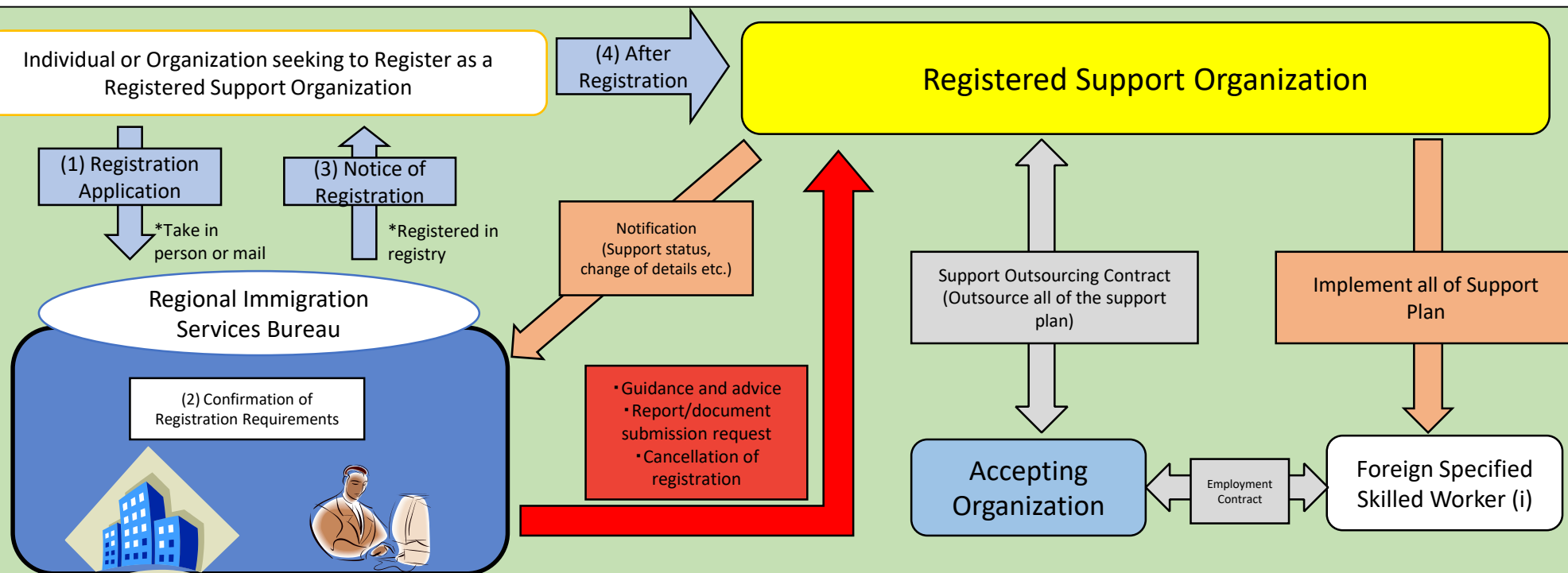


(10) Regular Interviews and Reporting to Administrative Agencies

- The person responsible meets regularly with the foreign national or their boss (at least once every three months) and reports any violations of the Labor Standards Act



What are Registered Support Organizations?



What are Registered Support Organizations?

- Registered support organizations engage in outsourcing contracts with accepting organizations to provide all of the support based on support plans.
- To become a registered support organization, it is necessary to be registered by the Commissioner of the Immigration Services Agency.
- Registered organizations will be entered into the registered support organization registry, which is posted on the Immigration Services Agency website.
- Registration is for 5 years, with renewal possible.
- An application fee is payable for registration (New registration – 28,400 yen; Renewal – 11,100 yen)
- Registered support organizations must make various notifications, regular and as necessary, to the Commissioner of the Immigration Services Agency.

Main Points

- Accepting organizations and registered support organizations must make various notifications to the Commissioner of the Immigration Services Agency irregularly or regularly (in accordance with the nature of each notification).
- Failure to notify or making false reports by the accepting organization is subject to penalties.

■ **Notifications of Accepting Organizations** *Subject to guidance and /or penalties in the case of violations

[Irregular notifications]

- Notification of changes to specified skilled worker employment contracts, termination of contracts and the conclusion of new contracts
- Notification of changes to the support plan
- Notification of the conclusion of a support outsourcing contract, change of contract or termination of contract with a registered support organization
- Notification of difficulty to accept specified skilled workers
- Notification of misconduct with respect to immigration or labor laws and regulations

[Regular notifications]

- Notification of acceptance status of specified skilled workers (e.g. total number of foreign specified skilled workers accepted, information such as name etc., number of days of activity, location, business details etc.)
- Notification of the implementation status of support plans (e.g. content of consultations and response results) *except where all of the implementation of the support plan has been outsourced to a registered support organization
- Notification of the activity status of specified skilled workers (e.g. remuneration payment status, number of employees leaving, number of missing people, cost of acceptance etc.)

■ **Notifications of Registered Support Organization**

*Subject to guidance and/or cancellation of registration in the case of violations

[Irregular notifications]

- Notification of changes to registration application items
- Notification of the suspension, abolition or resumption of support services

[Regular notifications]

- Notification of support implementation status (e.g. name of specified skilled workers, name of accepting organization, details of consultations from specified skilled workers and response status etc.)

[Regular Notifications]*Both accepting organizations and registered support organizations

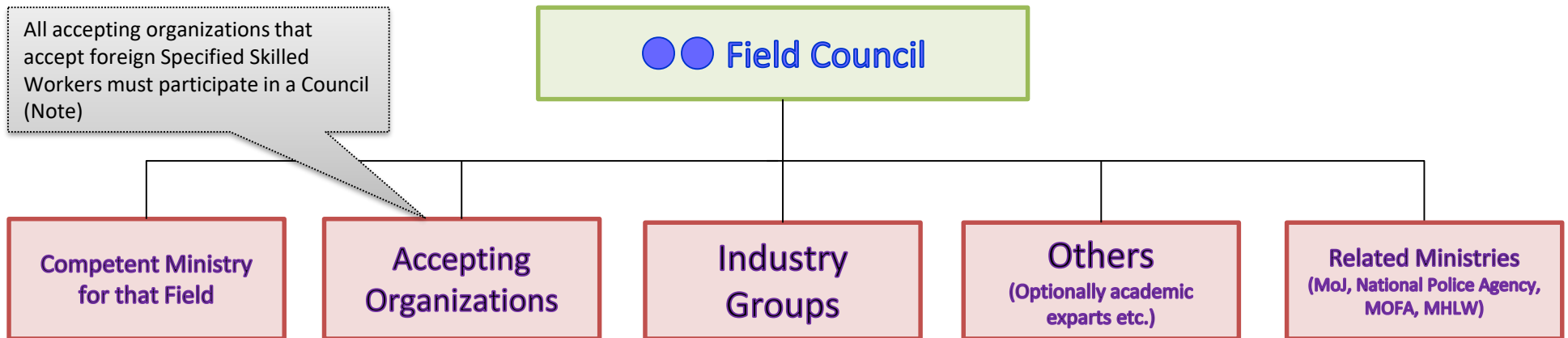
○ Notification quarterly within 14 days of the start of the following quarter

- (1) 1Q: January 1 to March 31
- (2) 2Q: April 1 to June 30
- (3) 3Q: July 1 to September 30
- (4) 4Q: October 1 to December 31

Main Points

- For the proper operation of the system, competent Ministry in each field establishes a Council for each specified industrial field.
- These Councils strengthen the coordination of members, share systems and information so that local operators can accept the foreign Specified Skilled Workers that they require, and raise awareness of legal compliance issues.

Illustration



Details of Activities

- Sharing the purposes and best practices of systems for the acceptance of foreign Specified Skilled Workers
- Awareness of legal compliance for organizations involved with certain Specified Skilled Workers
- Understand and analyse information on changes in employment structures and economic conditions
- Understand and analyse labor shortages by region
- Examination and adjustment of measures to reduce the concentration of labor in metropolitan areas based on labor shortages and acceptance status etc. (including making necessary requests to members when excessive concentrations are recognized)
- Sharing of other information and issues, and consultation etc. for the smooth and proper implementation of accepting activities

Basic Government Policy (Cabinet Decision, December 25, 2018• FY2022 partially revised)

Take necessary measures such as the preparation of intergovernmental bilateral arrangements etc. to prevent the intervention of malicious brokers that collect deposits etc.

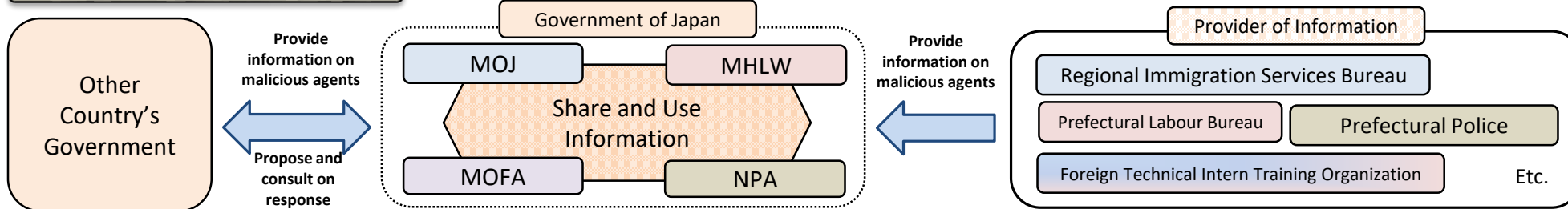
Comprehensive Measures (FY2023 revised) (Ministerial Conference Decision, June 9, 2023)

- Comprehensive measures to promote the smooth and appropriate acceptance of foreign workers : Elimination of malicious intermediary organizations, etc.
With respect 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 the 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 same intergovernmental documents with countries that have not created such documents yet but are expected to send specified skilled workers.

Main Points of MOC

- Sharing Information
Quickly share useful information to ensure smooth and proper sending and accepting foreign Specified Skilled Workers. This information includes the following acts by intermediary organizations in both countries involved in the recruitment and job seeking relating to Specified Skilled Workers.
 - Collection of a deposit, imposing monetary penalties, human rights infringements, using false documents, unlawful monetary charges etc.
- Consultation for correction of Problems
Discuss periodically or as necessary to correct issues where improvements are required for the proper operation of the system.

Illustration of MOC



Signees (16 countries)

(As of July 6, 2023)
Philippines (Mar. 19, 2019), Cambodia (Mar. 25, 2019), Nepal (Mar. 25, 2019), Myanmar (Mar. 28, 2019), Mongolia (Apr. 17, 2019), Sri Lanka (Jun. 19, 2019), Indonesia (Jun. 25, 2019), Vietnam (exchanged documents Jul. 1, 2019), Bangladesh (Aug. 27, 2019), Uzbekistan (Dec. 17, 2019), Pakistan (Dec. 23, 2019), Thailand (Feb. 4, 2020), India (Jan. 18, 2021), Malaysia (May. 26, 2022), Laos (Jul. 28, 2022), Kyrgyz (Jul. 6, 2023), Tajikistan (Aug. 8, 2024)

Accepting Organization

Field surveys

Information on notification·
Provision of Information, etc.

No violations of the
laws or regulations

Violations of the
laws or regulations

Reports of
Improvement

Guidance and advice
(※Collection of
Reports·On site
inspection)

unimproved

Improvement
orders

unimproved

Confirmation of
improvement

End of guidance (If the
violation of laws and
regulations is serious
and malicious, it may
be considered as
"Falling under
disqualifications".)

○Serious and
malicious
violation of
laws or
regulations,
etc.
○In case that
same type of
violation is
repeated ,etc.

Conclusion
of surveys

Falling under
disqualifications

Registered Support Organization

Field surveys

Information on notification·
Provision of Information, etc.

No violations of the
laws or regulations

Violations of the
laws or regulations

Reports of
Improvement

Guidance and advice
(*Submission of
Reports or Materials)

unimproved

End of guidance
(If the violation
of laws and
regulations is
serious and
malicious, it
may be
considered as
"Cancellation of
registration".)

○Serious and
malicious
violation of laws
or regulations,
etc.
○In case that
same type of
violation is
repeated ,etc.

Conclusion
of surveys

Cancellation of
registration

Related laws and regulations ,etc.

Guidance and Advice

Article 19-19, Immigration Control and
Refugee Recognition Act

Collection of Reports/ On-site inspection

Article 19-20, Immigration Control and
Refugee Recognition Act
※conduct as needed

Orders for Improvement

Article 19-21, Immigration Control and
Refugee Recognition Act

(Falling under) Disqualifications

(Failure to meet) Criteria for acceptance
specified by Ordinance on Standards for
Specified Skilled Workers

Guidance and Advice

Article 19-31, Immigration Control and
Refugee Recognition Act

Submission of Reports or Materials

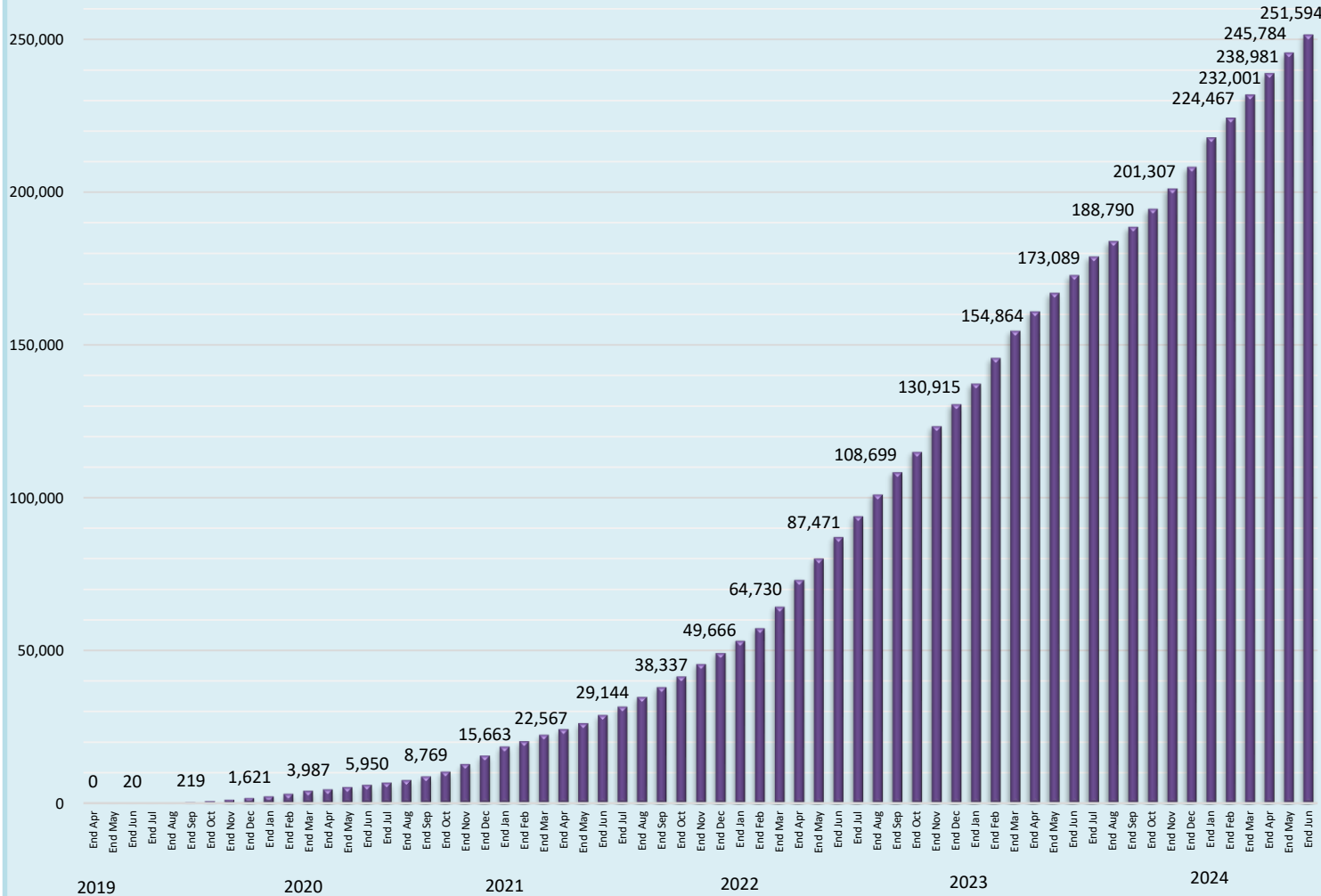
Article 19-34, Immigration Control and
Refugee Recognition Act
※ conduct as needed

Cancellation of Registration

Article 19-32, Immigration Control and Refugee
Recognition Act
(Reasons for cancellation)
· Falling under reasons for refusal of
registration
· Not implemented a support plan
· Not having established a system to
provide support ,etc.

Number of Foreign Specified Skilled Workers(i) Residing in Japan (as of the end of June 2024; preliminary)

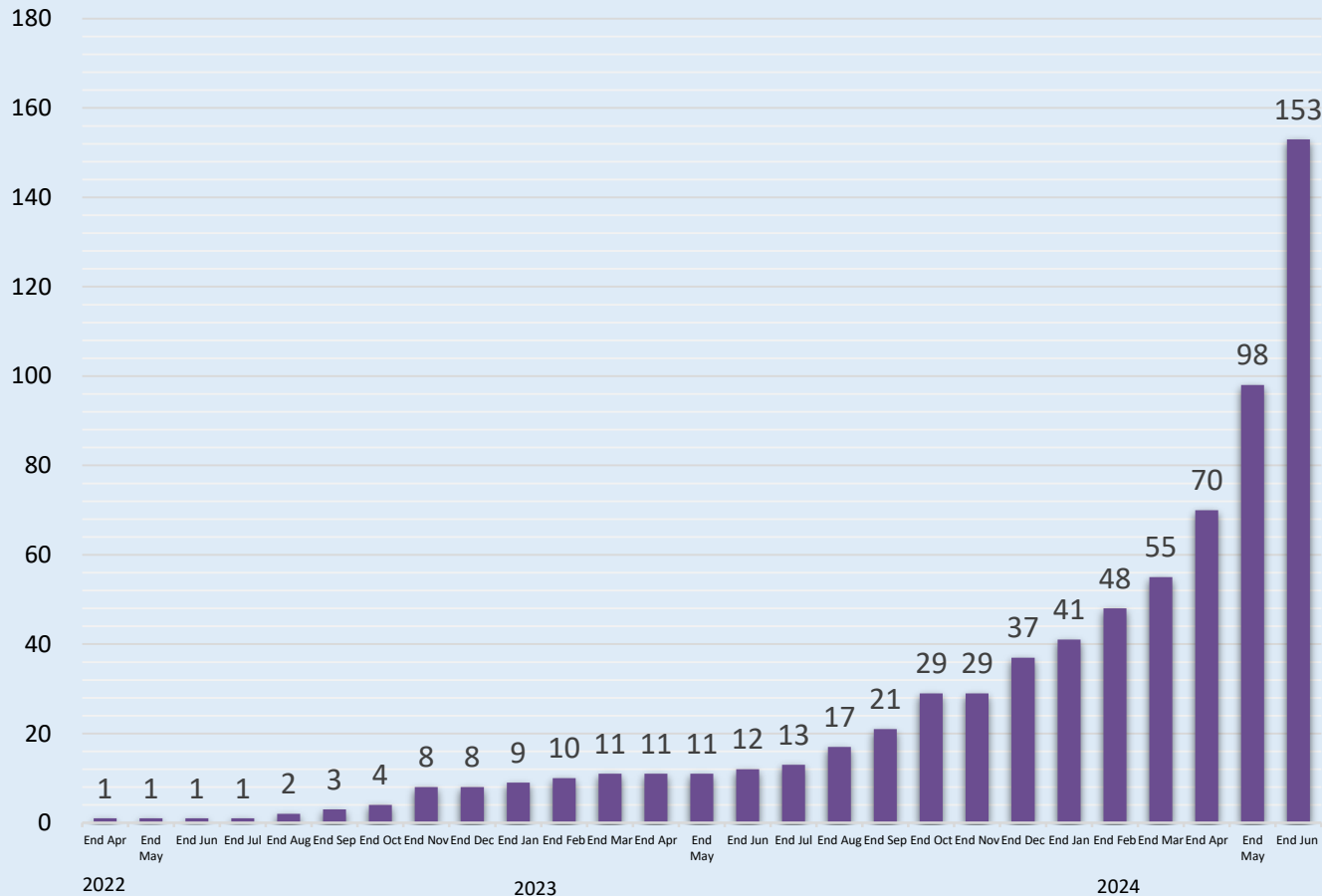
Number of Foreign Specified Skilled Workers (i) Residing in Japan : 251,594 people



Field	People
Nursing care	36,719
Building cleaning management	4,635
Machine parts and tooling/ Industrial machinery/ Electric, electronics and information industries	44,044
Construction industry	31,853
Shipbuilding and ship machinery industry	8,703
Automobile repair and maintenance	2,858
Aviation industry	959
Accommodation industry	492
Agriculture	27,786
Fishery & aquaculture	3,035
Manufacture of food and beverages	70,202
Food service industry	20,308

Number of Foreign Specified Skilled Workers(ii) Residing in Japan (as of the end of June 2024; preliminary)

Number of Foreign Specified Skilled Workers (ii) Residing in Japan : 153 people



Field	People
Machine parts and tooling/ Industrial machinery/ Electric, electronics and information industries	23
Construction industry	66
Shipbuilding and ship machinery industries	23
Agriculture	21
Manufacture of food and beverages	11
Food service industry	9

(Note) In April 2022, first foreign national received permission of "Specified Skilled Workers (ii)".

Operation Status of Specified Skilled Worker System (3)



Connect the World. Create the Future.
Immigration Services Agency

Number of Specified Skilled Workers Residing in Japan (as of the end of June 2024; preliminary figures)

Number of Specified Skilled Workers Residing in Japan 251,747 people (Note2)

Breakdown of Number of Specified Skilled Workers by Prefectures

Prefecture	Hokkaido	Aomori	Iwate	Miyagi	Akita	Yamagata	Fukushima	Ibaraki	Tochigi	Gunma	Saitama	Chiba	Tokyo	Kanagawa	Niigata	Toyama	Ishikawa	Fukui	Yamanashi	Nagano	Gifu	Shizuoka	Aichi	Mie
Number	10,869	1,154	1,734	2,465	412	1,218	1,806	12,872	4,723	8,041	15,530	15,185	14,920	13,645	1,957	2,354	2,645	1,441	1,889	5,430	6,004	7,734	20,757	5,754
Composition Ratio	4.3%	0.5%	0.7%	1.0%	0.2%	0.5%	0.7%	5.1%	1.9%	3.2%	6.2%	6.0%	5.9%	5.4%	0.8%	0.9%	1.1%	0.6%	0.8%	2.2%	2.4%	3.1%	8.2%	2.3%
Prefecture	Shiga	Kyoto	Osaka	Hyogo	Nara	Wakayama	Tottori	Shimane	Okayama	Hiroshima	Yamaguchi	Tokushima	Kagawa	Ehime	Kochi	Fukuoka	Saga	Nagasaki	Kumamoto	Oita	Miyazaki	Kagoshima	Okinawa	Undecided Unknown
Number	3,006	4,879	16,543	8,941	1,688	936	595	735	4,229	8,689	2,255	1,124	3,911	3,580	1,135	8,962	1,736	2,625	5,098	2,136	1,724	3,724	2,446	511
Composition Ratio	1.2%	1.9%	6.6%	3.6%	0.7%	0.4%	0.2%	0.3%	1.7%	3.5%	0.9%	0.4%	1.6%	1.4%	0.5%	3.6%	0.7%	1.0%	2.0%	0.8%	0.7%	1.5%	1.0%	0.2%

Breakdown of Number of Specified Skilled Workers by Specified Industry Fields

Field	Nursing care	Building cleaning management	Machine parts and tooling/ Industrial machinery/ Electric, electronics and information industries	Construction industry	Shipbuilding and ship machinery industry	Automobile repair and maintenance	Aviation industry	Accommodation industry	Agriculture	Fishery & aquaculture	Manufacture of food and beverages	Food service industry
Number	36,719	4,635	44,067	31,919	8,726	2,858	959	492	27,807	3,035	70,213	20,317
Composition Ratio	14.6%	1.8%	17.5%	12.7%	3.5%	1.1%	0.4%	0.2%	11.0%	1.2%	27.9%	8.1%

Breakdown of Number of Specified Skilled Workers by Nationality and Region

Nationality Region	Vietnam	Indonesia	Philippines	Myanmar	China	Cambodia	Nepal	Thailand	Others
Number	126,832	44,305	25,311	19,059	15,696	5,461	5,386	5,178	4,519
Composition Ratio	50.4%	17.6%	10.1%	7.6%	6.2%	2.2%	2.1%	2.1%	1.8%

(Note1) Each number is rounded off to one decimal place.

(Note2) Including those who reside with the status of residence "Specified Skilled Worker (ii) (153people).

Implementation Status of Specified Skilled Worker Testing and Japanese Language Test (As of the end of June 2024 ; preliminary figures) (Note1)

Skill Test	Country	Number of Examinees		Number of Successful Examinees					
		As of the end of June 2024	Upper: SSW (i) Lower: SSW(ii)	As of the end of June 2024	Upper: SSW (i) Lower: SSW(ii)	As of the end of December 2023	Upper: SSW (i) Lower: SSW(ii)	As of the end of June 2023	Upper: SSW (i) Lower: SSW(ii)
Nursing care (Note 2)	Japan, Overseas(12 countries) (Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand , Vietnam, Sri Lanka, India, Uzbekistan, Bangladesh)	118,234	118,234 —	87,371	87,371 —	72,018	72,018 —	56,138	56,138 —
Building cleaning management	Japan, Overseas(5 countries) (Philippines, Cambodia, Indonesia Myanmar, Thailand)	10,859	10,829 30	9,104	9,101 3	6,340	6,340 0	3,749	3,749 0
Machine parts & tooling industries / Industrial machinery industry / Electric, electronics and information Industries	Japan, Overseas(4 countries) (Philippines, Indonesia, Nepal, Thailand)	6,640	6,016 624	1,272	947 325	1,070	913 157	829	829 0
Construction industry	Japan, Overseas(12 countries) (Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand, Vietnam, Sri Lanka, India, Uzbekistan, Bangladesh)	5,753	4,490 1,263	1,973	1,853 120	1,581	1,581 0	1,275	1,275 0
Shipbuilding and ship machinery industry	Japan, Overseas(1 country) (Philippines)	324	233 91	299	214 85	249	197 52	160	160 0
Automobile repair and maintenance	Japan, Overseas(2 country) (Philippines, Vietnam)	4,924	4,924 0	3,365	3,365 0	2,543	2,543 0	1,918	1,918 0
Aviation industry	Japan, Overseas(5 countries) (Philippines, Indonesia, Nepal, Mongolia, Sri Lanka)	4,850	4,850 0	3,066	3,066 0	2,240	2,240 0	1,530	1,530 0
Accommodation industry	Japan, Overseas(7 countries) (Philippines, Indonesia, Nepal, Myanmar, Vietnam, Sri Lanka, India)	12,632	12,599 33	6,698	6,694 4	5,217	5,217 0	4,644	4,644 0
Agriculture	Japan, Overseas(12 countries) (Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand, Vietnam, Sri Lanka, India, Uzbekistan, Bangladesh)	64,516	63,890 626	56,743	56,555 188	49,114	49,102 12	37,645	37,645 0
Fishery & aquaculture	Japan, Overseas(1 country) (Indonesia)	2,310	2,310 0	1,403	1,403 0	1,107	1,107 0	732	732 0
Manufacture of food and beverages	Japan, Overseas(2 countries) (Philippines, Indonesia)	99,823	99,415 408	68,861	68,713 148	58,892	58,892 0	49,227	49,227 0
Food service industry	Japan, Overseas(7 countries) (Philippines, Cambodia, Indonesia, Nepal, Myanmar, Thailand, Sri Lanka)	106,181	105,889 292	71,728	71,615 113	56,749	56,749 0	39,432	39,432 0
Total		437,046	433,679 3,367	311,883	310,897 986	257,120	256,899 221	197,279	197,279 0
Japanese Language Test	Country	Number of Examinees		Number of Successful Examinees					
		As of the end of June 2024		As of the end of June 2024		As of the end of December 2023		As of the end of June 2023	
Japan Foundation Test for Basic Japanese (JFT-Basic)	Japan, Overseas(11 countries) (Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand, Sri Lanka, India, Uzbekistan, Bangladesh)	205,964		86,726		73,055		49,119	

Note 1: Tests which have been conducted and of which results have been announced by the end of June 2024 are included.

Note 2: The number of examinees and successful examinees of Japanese language test for Nursing Care field is not included.

Basic Policy and Competent Ministerial Ordinances, etc.

Outline of Basic Policy for the Operation of the System of Specified Skilled Worker Status of Residence

Basic Policy on the Operation of the Specified Skilled Worker Status of Residence System for the Establishment of a Proper System for the Specified Skilled Worker Status of Residence (Revision of Immigration Control and Refugee Recognition Act Article 2-3)

1 Matters related to System Significance

In order to respond to a growing labor shortage, including within medium and small enterprises, and in conditions in which it is difficult to secure human resources even after national efforts to improve productivity and to secure domestic human resources, this system has been developed to accept foreign nationals that have a certain level of expertise and skill in industrial fields and that are immediately ready to work

2 Matters related to Securing Human Resources with foreign nationals due to Shortages in Industrial Fields

➤ Fields Accepting Foreign Specified Skilled Workers

Given the difficulty in securing human resources even after national efforts to improve productivity and to secure domestic human resources, industrial fields (specified industrial fields) can secure these lacking human resources with foreign nationals

➤ Consideration of Local Circumstances concerning Lack of Human Resources

Strive to take necessary measures so that employment is not excessively focused in metropolitan areas and other specific areas

➤ Estimated Number Accepted

Describes the expected number of acceptances over 5 years based on field-specific management policies

3 Matters related to Required Human Resources

(*) Confirmed by tests prescribed by the competent administrative agency

	Specified Skilled Worker (i)	Specified Skilled Worker (ii)
Skill Standards	Requiring considerable expertise and skill (*)	Experienced skills (*)
Japanese language ability	Basically, a level of some daily conversation and no obstacles to daily life, with Japanese language ability necessary for work (*)	—
Period of stay	Up to a total of 5 years	Period of stay must be renewed
Accompaniment by Family Members	Basically not permitted	Possible

4 Basic Matters related to the Coordination of related Administrative Agency Work

➤ Domestic Initiatives Thoroughly eliminate malicious brokers by strengthening cooperative relationships with the Ministry of Justice and Ministry of Health, Labour and Welfare etc.

➤ Overseas Initiatives Take necessary measures such as the development of intergovernmental documents such as bilateral arrangements etc. to prevent intervention by malicious brokers such as the collection of deposits etc.

➤ Responding to Changes in Labour Shortages

○ The heads of relevant administrative agencies should continuously understand the condition of labor shortages in specified industrial fields. Where a change to labor shortage circumstances is deemed to have occurred, future acceptance policies etc. shall be discussed by organizations related to the system and administrative authorities in the field. As necessary, relevant administrative authorities shall meet to review the operation policies for each field and shall consider measures such as the suspension of the issue of Certificates of Eligibility or the removal of a field from Ministerial Ordinances specifying specified industrial fields

○ In the absence of significant changes to economic circumstances, the expected number of acceptances over the next 5 years shall be the upper limit for the acceptance of foreign nationals under this system

➤ Handling of Security Issues

In order to avoid people going missing and security issues in the acceptance of foreign Specified Skilled Workers, organizations related to the system and administrative authorities in the field should take necessary measures to grasp and link information

5 Important Matters related to System Operation

➤ Support for foreign Specified Skilled Worker (i)

Support life orientation and learning Japanese for daily life, handle consultations and complaints from foreign nationals, and support the promotion of exchanges between Japanese people and foreign nationals

When using Hello Work when changing jobs, conduct vocational consultations and introductions as appropriate, understanding the desired conditions at Hello Work and skill and Japanese language levels etc.

➤ Employment Status In principle direct employment on a full-time basis. Temporary employees can also be allowed in exceptional circumstances as specified in field-specific operating policies

➤ Review of Basic Policy Consider two years after the enforcement of the revision of the Act and review if necessary

Policy on the operation of the system pertaining to the status of residence "Specified Skilled Worker" in the specified industrial fields in order to ensure proper operation of the system pertaining to the status of residence "Specified Skilled Worker" in the applicable industrial field (Article 2-4, Immigration Control and Refugee Recognition Act)

1 The particulars on the specified industrial fields

The industrial fields, which need to secure human resources to supplement the labor shortage through the employment of foreign nationals due to the difficulty in securing domestic human resources

2 The particulars on the situation of the shortage of human resources in the specified industrial fields

- The purpose of acceptance of the "Specified Skilled Worker"
- Efforts for improve productivity and secure domestic human resources
- Necessity of acceptance (including objective indices to decide the situation of the shortage of human resources)
- Expected number of acceptance

3 The particulars on the criteria for the human resources required in the specified industrial fields

Specified Skilled Worker (i) (all 16 industrial fields)

- Skill standards (test category)
- Japanese language ability

Specified Skilled Worker (ii) (11 industrial fields)

- Skill standards (test category)

4 The particulars on the measures for suspension of issuance of the certificates of eligibility or the measures for recommencement of issuance when the expected number of acceptances exceeded the number to be accepted

- The measures for suspension of acceptance of the "Specified Skilled Workers" when the expected number of acceptances over the next five years is estimated to be exceeded
- The measures for resume the acceptance when the necessity of securing human resources in the fields arose again after the measures for suspension of acceptance had been taken in the certain specified industrial fields

5 Important particulars on operation of the system

- Jobs which the "Specified Skilled Workers" engage in
- The special conditions on Accepting Organizations
- Employment form for the "Specified Skilled Workers"
- The measures for handling security issues
- The measures to prevent the "Specified Skilled Workers" from working excessively concentrating in metropolitan or other certain areas, etc.

1 Ministerial Ordinances (2 Ministerial Ordinances)

(1) Ordinance on Standards for Specified Skilled Workers

- Standards to be met by employment contracts between accepting organizations and foreign nationals
 - Remuneration is at least equal to the amount that would be paid to a Japanese person engaged in the same work
 - Be allowed to take leave to temporarily return to their home country
 - Where the foreign national cannot afford expenses to return home, this shall be provided by the accepting organization, and the organization shall take measures to ensure the smooth return home at the completion of the contract etc.
- Standards to be met by accepting organizations themselves
 - Comply with labor, social insurance and tax-related laws and regulations
 - Not cause workers engaged in the same tasks as foreign Specified Skilled Workers to leave their job involuntarily within a one year period
 - Not allow a person to go missing within one year for reasons attributable to the accepting organization
 - Not fall under any grounds for disqualification (no violations of immigration or labor laws in the past 5 years etc.)
 - Pay remuneration by direct transfer, etc. into a savings account
 - Have a track record of accepting mid- to long-term foreign residents and properly managing them, and have appointed a support manager and supporters from among officers and employees (may be concurrent) (*)
 - Have a system to provide support in languages that can be fully understood by foreign nationals (*)
 - Support managers not subject to disqualification (*) etc.

Note: Standards marked with (*) above are not necessary where all support is outsourced to a registered support organization
- Standards to be met by Support Plans
 - *Specifying the support details described in the Basic Policy

(2) Ordinance on Industrial Fields

- Accepting fields, skill levels
 - *defined to reflect the operating policy for each field

2 Revision of Existing Ministerial Ordinances (2 Ministerial Ordinances)

(1) Ordinance on Landing Standards

- Standards for foreign nationals
 - Be 18 years or older
 - Be in good health
 - No security deposit has been collected
 - Has gone through relevant procedures where procedures are set to be complied with in the sending country
 - Specified Skilled Worker (i): Meets required skill level and Japanese proficiency
 - Note: Those who have successfully completed Technical Intern Trainee (ii) are exempt
 - Specified Skilled Worker (ii): Meets required skill level etc.

(2) Regulation for Enforcement of the Immigration Control and Refugee Recognition Act

- Regulations for the registration of Registered Support Organizations etc.
 - A support manager and supporters have been appointed (may be concurrent)
 - A track record of accepting mid- to long-term foreign residents and properly managing them
 - Have a system to provide support in languages that can be fully understood by foreign nationals etc.
- Notification items from accepting organizations etc.
- Other
 - The period of stay for Specified Skilled Worker (i) is a total of 5 years
 - The period of stay to be granted (renewable) is
 - Specified Skilled Worker (i) : A term individually designated by the Minister of Justice (1 year or less)
 - Specified Skilled Worker (ii) : 6 months, 1 year, 3 years

etc.

(Article 7, Paragraph 1, Item 2 of the Act, Landing Standards Ordinance)

■ Standards Common to Specified Skilled Worker (i) and Specified Skilled Worker (ii)

- (1) Be 18 years or older
- (2) Be in good health
- (3) Have a passport issued by foreign government that guarantees to cooperate with the smooth enforcement of deportation
- (4) No security deposit has been collected
- (5) Where costs are paid to a foreign organization, agreement is made with the organization fully understanding the amount and breakdown of costs
- (6) Has gone through relevant procedures where procedures are set to be complied with in the sending country
- (7) Regarding regular costs for foreign nationals such as food and living expenses, agreement shall be made with a full understanding of benefits to be paid to cover such expenses, and other documentation or statements shall be provided to show that the amount of said costs are actual and correct amounts
- (8) Comply with standards specific to certain fields (*as specified in notifications provided by the competent Ministry in that field)

■ Standards applying only to Specified Skilled Worker (i)

- (1) Prove by testing or other evaluation methods that they have the necessary skills and Japanese ability (However, this is not required for persons that have successfully completed Technical Intern Training (ii), and for whom the skills acquired through Technical Intern Training are considered relevant to the skills required for the work in which they will be engaged)
- (2) The total period of stay for Specified Skilled Worker (i) shall be less than 5 years

■ Standards applying only to Specified Skilled Worker (ii)

- (1) Proved by testing or other evaluation methods that they have the necessary skills
- (2) Technical Intern Trainees are deemed to work to transfer skills to their home country

(Article 2-5, Paragraphs 1 and 2 of the Act, Article 1 of the Specified Skilled Worker Standard Ministerial Ordinance)

■ Standards to be Met by Specified Skilled Worker Employment Contracts

- (1) Shall be engaged in work that requires skills specified by Ministerial Ordinance in the field
- (2) Prescribed working hours shall be the same as the prescribed working hours for regular workers at the accepting organization
- (3) Remuneration shall be at least equal to the amount that would be paid to a Japanese person engaged in the same work
- (4) There shall be no discrimination such as in the determination of remuneration, implementation of education and training, use of welfare facilities or other treatment due to being a foreign national
- (5) Shall be allowed to take leave to temporarily return to their home country
- (6) Where the worker is to be dispatched as a temporary worker, the destination and period of dispatch shall be stipulated
- (7) Where the foreign national cannot afford expenses to return home, this shall be provided by the accepting organization, and the accepting organization shall take measures to ensure the smooth return home at the completion of the contract
- (8) The accepting organization shall take all necessary measures for the health and living conditions of the foreign national
- (9) Comply with standards specific to the field (*specified in notifications from the competent Ministry in the field)

(Article 2-5, Paragraphs 3 and 4 of the Act, Article 2 Paragraph 1 of the Specified Skilled Worker Standard Ministerial Ordinance)

■ Standards to be Met by Accepting Organizations

- (1) Comply with labor, social insurance and tax laws and regulations
- (2) Not cause workers engaged in the same tasks as foreign Specified Skilled Workers to leave their job involuntarily within a one year period
- (3) Not allow a person to go missing within one year for reasons attributable to the accepting organization
- (4) Not fall under any grounds for disqualification (no violations of immigration or labor laws in the past 5 years, etc.)
- (5) Create documentation detailing the activities of foreign Specified Skilled Workers and maintain for at least one year from the completion date of the employment contract
- (6) Not conclude an employment contract where the accepting organization is recognized as collecting a security deposit from the foreign national, etc.
- (7) The accepting organization shall not have concluded contracts, etc. which set penalties
- (8) Not directly or indirectly burden foreign nationals with support expenses
- (9) In the case of dispatched workers, the dispatching organization shall be engaged in the relevant field and shall be deemed appropriate, in addition to meeting standards (1) through (4)
- (10) Take measures to provide notification of the establishment of worker accident insurance
- (11) Have an appropriate system in place to continue to fulfil employment contracts
- (12) Pay remuneration by direct transfer, etc. into a savings account
- (13) Comply with standards specific to the field (*specified in notifications from the competent Ministry in the field)

(Article 2-5, Paragraph 3 of the Act, Article 2 Paragraph 2 of the Specified Skilled Worker Standard Ministerial Ordinance)

■ Standards to be Met by Accepting Organizations Themselves (Support System related)

*Where all support is outsourced to a registered support organization, the following standards shall be met.

(1) Corresponding with any of the following.

- (a) Have a track record of accepting and properly managing mid- to long-term foreign residents (with work qualifications only) over the past two years and have appointed a support manager and supporters (at least one per office. The same shall apply below) from among officers and employees (the support manager and supporter may serve concurrently. The same shall apply below)
- (b) Have appointed a support manager and supporters from among officers and employees with experience in life consultation for mid- to long-term foreign residents (with work qualifications only) over the past two years
- (c) Have appointed a support manager and supporters from among officers and employees that can properly implement support activities at the same level as (a) or (b)

(2) Have a system which can implement support in languages that can be fully understood by foreign nationals

(3) Create documentation detailing the support activities and maintain them for at least one year from the completion date of the employment contract

(4) The support manager and supporter are able to neutrally implement the support plan and do not fall under disqualification grounds.

(5) Not neglect support based on support plan within 5 years

(6) Have a system where the support manager or supporter conducts regular interviews with the foreign national or persons in a position to supervise them

(7) Comply with standards specific to the field (*specified in notifications from the competent Ministry in the field)

(Article 2-5, Paragraphs 6, 7 and 8 of the Act, Articles 3 and 4 of the Specified Skilled Worker Standard Ministerial Ordinance)

■ Standards to be Met by Support Plans

(1) Set out the following (a) through (e) in the Support Plan

(a) Support details

- Provide information prior to entering Japan on matters to be aware of in Japan
- Pick up and drop off foreign nationals at the airport, etc. when they enter/leave the country
- Provide appropriate support for securing housing, such as acting as guarantor for lease contracts, and provide necessary support for the contracting of items necessary for life such as the opening of savings accounts and the use of mobile phones etc.
- Provide information after entering Japan on general life in Japan
- Accompany foreign nationals in registration procedures etc.
- Provide opportunities to learn Japanese necessary for daily life
- Offer consultations/complaint handling, advice and guidance
- Provide support to promote exchange between foreign nationals and Japanese people
- When cancelling an employment contract for reasons not attributable to the foreign national, provide support for activities to find a new place of employment
- The support manager or supporter shall regularly meet with the foreign national and persons in a position to supervise them and shall notify relevant administrative agencies in the event of an issue arising such as a violation of labor related laws etc.

(b) Outsourcing contract details when all support is outsourced to a registered support organization

(c) Outsourcing contract details when outsourced to a party other than a registered support organization

(d) Name and title of support manager and supporters

(e) Matters specific to the field

(2) Support plans are created in Japanese and in a language that can be fully understood by the foreign national, and a copy is delivered to the foreign national

(3) Support contributes to the proper residence of foreign nationals, and can be properly implemented by the accepting organization

(4) The provision of information prior to entering Japan is carried out in person or by video conference etc.

(5) The provision of information and support such as consultations and complaint handling, etc. are conducted in a language that can be fully understood by the foreign national

(6) When support is partially outsourced to another party, the scope of the consignment is clearly specified

(7) Comply with standards specific to the field (*specified in notifications from the competent Ministry in the field)

(Article 19-26 of the Act, Articles 5 of the Enforcement Order, and Articles 19-20 and 19-21 of the Enforcement Regulations)

■ Reasons for the Refusal of Registration as a Registered Support Organization

*Registration is allowed for corporations and individuals that do not correspond to any of the following reasons for refusal of registration.

- (1) Parties that have been punished by relevant laws, and for which the execution of such punishment or the end of such execution was completed within the past 5 years
- (2) Parties that can no longer properly provide support due to physical or mental breakdown, or that have not been reinstated following a decision to commence bankruptcy proceedings
- (3) Parties that have had their registration as a registered support organization canceled within the past 5 years (including persons that were canceled officers of corporations)
- (4) Parties that have violated immigration or labor laws or have committed remarkably unjust acts within 5 years of the application for registration
- (5) Parties applicable to reasons established for the elimination of organized crime group members
- (6) In the case of trainers at accepting organizations or implementing organizations in Technical Intern Training system, parties that have allowed people to go missing over the past year
- (7) Parties that have not appointed a support manager or supporters (the support manager and support may serve concurrently)
- (8) Parties that do not correspond to any of the following
 - (a) Parties with a proven track record of accepting and properly managing mid- to long-term foreign residents (only with work qualifications) in the past 2 years
 - (b) Parties with experience in providing various consulting services to foreign nationals residing in Japan and engaged in work for remuneration in the past 2 years
 - (c) Parties with support managers or supporters that have a certain amount of experience in providing life consultation services for mid-to long-term foreign residents (only with work qualifications) for more than 2 of the past 5 years
 - (d) Parties able to properly carry out support work to the same extent as (a) through (c)
- (9) Parties that have not established a system to provide support such as information and consultations, etc. to foreign nationals in a language that they can fully understand
- (10) Parties that do not create documentation of the status of support operations and maintain them for one year or more from the completion date of the employment contract
- (11) Parties for whom the support manager or supporter has certain convictions making them fall under grounds for disqualification
- (12) Parties that have directly or indirectly burdened foreign nationals with expenses required for support
- (13) Parties that do not show the amount and breakdown of expenses of the accepting organization at the conclusion of support contracts

Comprehensive Measures for Acceptance and Coexistence of Foreign Nationals and Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals

Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals(FY2023 Partly Changed) (Outline)

In June 2022, we formulated a Roadmap that shows Japan's visions for a society of harmonious coexistence with foreign nationals, as well as the medium- to long-term issues to be addressed and the specific measures to be taken to achieve these visions. This time, to ensure the steady implementation of these measures, we conducted a review by seeking advice from experts on the progress of the measures, and updated the measures as needed.

1 Ideal Society of Harmonious Coexistence with Foreign Nationals (Three visions)

Safe and Comfortable Society

A society where foreign nationals are included as members of Japanese society of the future, and where all people can live safely and comfortably.

Diverse and Vibrant Society

A diverse and vibrant society where all people, including foreign nationals, from various backgrounds can participate and demonstrate their abilities to their fullest.

Society that Respects Individual Dignity and Human Rights

A society where all people, including foreign nationals, respect each other's individual dignity and human rights and can live without discrimination or prejudice.

2 Medium- to Long-term Issues to be Addressed (Four Key Points)

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

2 Disseminating information to foreign nationals / strengthening consultation systems for foreign nationals

3 Support for each life stage and life cycle

4 Initiatives to establish the foundation of a society of harmonious coexistence

3 Major Initiatives Related to the Key Points

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

- Steadfastly promote initiatives to the creation of a comprehensive system for enhancement of Japanese language education provided by prefectures and other entities and provide support for Japanese language educational programs run jointly by municipalities and prefectures [MEXT] 《11》
- Development of educational models by discipline in accordance with the curriculum and proficiency criteria specified in the Framework of Reference for the Japanese Language Education [MEXT] 《3》
- Establishment of an environment for learning knowledge about Japanese social systems and other knowledge (open to those who are planning to come to Japan in the future) by creating and utilizing daily life orientation videos (provide basic information necessary for living in Japan, basic Japanese language education), etc. [MOJ] 《6》
- Development and provision of ICT lesson materials for Japanese language for different daily occasions, etc. [MEXT] 《8》
- Promote the environment of Japanese language education abroad for foreign nationals to learn smooth communication in Japanese before coming to Japan [MOFA] 《9》
- Establishment of certification system for Japanese language institutions and Japanese language teacher qualification system [MEXT] 《11》

2 Disseminating information to foreign nationals / strengthening consultation systems for foreign nationals

- Formulation and publication of posting guidelines for the “Guidebook on Living and Working” and “A Daily Life Support Portal for Foreign Nationals” [MOJ] 《17》
- Consideration of the prompt acquisition of information through the Mynaportal, etc., and the customized or push-type dissemination of information [MOJ] <18>
- Promoting the establishment of one-stop consulting counters by reviewing the subsidies for preparations for an environment for the acceptance of foreign nationals [MOJ] 《20》
- Initiatives for multilingual translation/interpreting technologies focused on developing practical simultaneous interpreting technologies and expanding the priority languages to include 21 languages [MIC] <23>
- Joint consultation sessions by relevant organizations providing support to foreign nationals in local communities [MOJ] 《27》
- Conducting training programs to promote plain Japanese, etc. [MOJ] [MEXT] 《31》 《32》

3 Support for each life stage and life cycle

- Launch community-based programs that provide opportunities for parents and their children to meet up and consult about their concerns and problems in parenting. [CFA] <33>
- Promote integrated management and identification of the school enrollment status of foreign children by collaborating the Basic Resident Registration system and the school-age children registration system [MEXT] 《36》
- Promote efforts to set special admission quotas for foreign students for public high school entrance examinations and make necessary adjustments for foreign examinees [MEXT] 《47》
- Introduce Japanese language tutoring system to the high school curriculum [MEXT] 《49》
- Dispatch expert consultants and interpreters to the career service sections for foreign nationals at public employment security offices to provide suitable career consultation services, and familiarize and educate staff on how to handle the employment of foreign nationals. [MHLW] <57>
- Implement effective collaboration between and necessary updates to initiatives to encourage international students to seek career opportunities in Japanese companies and other organizations, and conduct efforts to further increase the rate of employment in Japan. [MEXT] <59>
- Provide job training for foreign residents based on their Japanese proficiency levels [MHLW] 《61》
- Continue and enhance of publicizing and public relations concerning the pension system [MHLW] 《63》
- Grasp of actual condition by “Basic Survey on Foreign Residents,” etc. [MOJ] 《66》

4 Initiatives to establish the foundation of a society of harmonious coexistence

- Establishment of “Month for Raising Public Awareness of Harmonious Coexistence with Foreign Nationals” (tentative name), and implement of various events to raise public awareness, etc. [MOJ] 《67》 《68》
- Further promote and enhance education based on cross-cultural understanding and multicultural coexistence through school programs [MEXT] 《71》
- Creation and publication of new statistical tables to analyze the living situations of foreign residents by nationality, status of residence, industry, etc., by utilizing the statistics on foreign residents in Japan, etc. [MOJ] 《74》
- Conduct statistical surveys for the management of labor conditions and other labor aspects of foreign nationals and keep track of labor transition, etc. [MHLW] 《75》
- Trial project to support the efforts of private support groups to provide outreach support to foreign residents [MOJ] 《80》
- Consideration of efforts towards construction of a centralized information management system required for residency management at the Immigration Services Agency [MOJ] 《82》
- Integrate Individual Number Cards (“My Number Card”) and residence cards to improve convenience [MOJ] 《85》
- Consideration of training support staff for foreign nationals and a certification system for highly specialized support staff, etc. [MOJ] 《86》

Note: Items with initiative numbers in red are new initiatives that accompany the FY2023 partly changed.

4 Promotional Framework

- ◆ The planning period is until FY2026.
- ◆ Track the progress through annual assessment while interviewing experts and update the measures as needed.
- ◆ Clearly indicate initiatives, in the Comprehensive Measures, which are to be implemented within the applicable fiscal year

5 FY2023 Updates

Major points indicated by experts

- The initiatives executed each year are represented by a single line on a work schedule, so we cannot comprehend the actual situation.
- Using output or outcome indicators (for the KPIs) makes it easier to comprehend the policy impact.
- It is important to comprehend the change in the KPIs figures over time, so we want the comparison with the figures before the Roadmap was created to be shown.
- We understand that it is difficult to set the KPIs for new initiatives, but more than just setting the KPIs, it is necessary to make them definite going forward.
- The points indicated aside from those listed above were concerning individual initiatives.

Major updates

Work schedule updates 70 items

KPIs updates 28 items

New / initiative content updates 13 items

Comprehensive Measures for Acceptance and Coexistence of Foreign Nationals (FY2023 Revised) (Outline)

June 9, FY2023
Ministerial Conference on
Acceptance
and Coexistence of Foreign
Nationals

- ❑ As of the end of 2022, the number of foreign nationals residing in Japan was 3.08 million. The number of foreign workers as of the end of October 2022 was 1.82 million. (a record high)
- ❑ Formulated from the point of view of further enhancing the environment for the acceptance of foreign nationals and based on the Roadmap review (217 policies).
- ❑ The government will make cross-the-board efforts to realize a society of harmonious coexistence with foreign nationals by working together to continue to steadily implement relevant measures and periodically following up on the Comprehensive Measures.

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

Establishment of an environment that enables foreign nationals to acquire the Japanese language skills necessary for daily life

- Creation of a comprehensive system for enhancement of Japanese language education promoted by prefectural governments, etc., Japanese language education support jointly provided by local governments, and improvement of the level of Japanese language education in local communities utilizing the "Framework of Reference for the Japanese Language Education" <Policy 1>
- Development of educational models by discipline in accordance with the curriculum and proficiency criteria specified in the "Framework of Reference for the Japanese Language Education" <Policy 3>
- Development and provision of ICT lesson materials for Japanese language for different daily occasions, etc. <Policy 4>
- Consideration of establishment of an environment for learning knowledge about Japanese social systems, etc. by creating and utilizing daily life orientation videos, etc. <Policy 7>
- Supporting foreign nationals smoothly settle into Japanese society by spreading information about local financial measures for regional life orientation <Policy 8>
- Consideration of the necessity of further improvement of the Japanese language education environment and related matters <Policy 14>

Improvement of the quality of Japanese language education, etc.

- Establishment of certification system for Japanese language education institutions and Japanese language teacher qualification system <Policy 5 (reposted)>

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

Enhancement of information dissemination from the perspective of foreign nationals

- Seek opinions to contribute to the planning, drafting and implementing of harmonious coexistence measures through "Hearings with the relevant parties" and "Opinion box," etc. <Policy 20>
- Consideration of the publication of guidelines for the "Guidebook on Living and Working" and "A Daily Life Support Portal for Foreign Nationals" <Policy 23>
- Consideration of the prompt acquisition of information through the Mynaportal, etc., and the customized or push-type dissemination of information <Policy 24>

Strengthening the consultation system to help foreign nationals with their problems

- Consideration of measures that facilitate the establishment of one-stop consulting counters by the local governments, for example enhancing the subsidies for preparations for an environment for the acceptance of foreign nationals <Policy 35>
- Taking effective and efficient supporting measures for creating an environment for the acceptance of foreign nationals to Japanese society by FRESC, implementing joint consultation sessions by relevant organizations providing support to foreign nationals in local communities, and so on <Policy 36>
- Efforts towards realizing practical-level simultaneous interpretation utilizing multilingual translation technology and expanding the priority languages to 21 languages <Policy 37>
- Consideration of the development and improvement of counseling services that reflect the actual situation of the consulting counters and implementation of development and improvement actions based on the results of the consideration <Policy 44>

Further promotion the use of plain Japanese in information dissemination and consultation services

- Summarizing points to consider when speaking in plain Japanese, etc. and supporting local governments in their initiatives <Policy 48>
- Consideration of the use of a translation tool, etc. for plain Japanese <Policy 49>

Support for each life stage and life cycle

Support, etc. for foreign nationals, especially those in infancy and school ages

- Launch of community-based programs that provide opportunities for parents and their children to meet up and consult about their concerns and problems encountered in parenting <Policy 52>
- Promotion of integrated management and identification of the school enrollment status of foreign children by collaborating between the Basic Resident Registration system and the school-age children registration system <Policy 55>
- Provision of multilingual information dissemination and consultation support concerning health and hygiene in schools for foreign students to ensure health and hygiene in such schools <Policy 57>

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

- Collect, publicize and disseminate examples of special education curricula designed and implemented for Japanese language guidance. <Policy 60>

Support, etc. for foreign nationals, especially those in adolescence and adulthood

- ① **Support for employment for international students, etc.**
 - Providing employment support to international students through the Employment Service Center for Foreigners, etc. <Policy 68>
 - Promotion of employment and successful work life of international students through the formation of regional consortiums for supporting highly skilled foreign professionals <Policy 88>

② Support at work

- Dissemination and promotion of utilization of bi-directional educational video training materials and guidebooks in workplaces for Japanese employees and foreign national employees <Policy 89>
- Providing career counseling through expert consultants and interpreters at employment service counters for foreign nationals at Hello Work <Policy 91>
- Providing vocational training for settled foreign residents with special considerations to their Japanese proficiency levels and promoting assignment of vocational training coordinators for settled foreign residents <Policy 94>

③ Ensuring an appropriate work environment, etc.

- Implementation, on a trial basis, of lessons related to the employment and labor officer to be appointed on the basis of the guidelines for foreign employee management <Policy 97>
- Promotion and education activities on systems that can be used by technical intern trainees who are pregnant or have given birth to a child <Policy 107>

Support, etc. for foreign nationals, especially those in old age

- Continued publicizing and public relations concerning the pension system and consideration of enhancement of it <Policy 108>

Support common to all life stages

- Grasp of actual situation by "Basic Survey on Foreign Residents", etc. <Policy 21 (reposted)>

Smooth and appropriate acceptance of foreign nationals

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

- Provision of information through field-specific councils, etc. and improvement of the working environment for foreign human resources <Policy 126>
- Smooth implementation of skill exams and Japanese language tests for Specified Skilled Workers, and dissemination and smooth utilization of the Specified Skilled Worker System, etc.**
 - Addition of fields to the Specified Skilled Worker System and addition of fields covered by the Specified Skilled Worker (ii), in parallel with review of the ideal form of Technical Intern Training Program and Specified Skilled Worker System <Policy 137>
 - Train personnel before they come to Japan, for example, by supporting dispatch organizations using ODA and local educational institutions and similar organizations <Policy 139>

Elimination of malicious intermediary organizations, etc.

- Reinforcement partnerships with relevant organizations in developing countries through ODA programs, support of foreign workers, etc. <Policy 151>

Expansion of the Japanese language education base abroad

- Promotion of the utilization of the "Fourth Generation Japanese Acceptance System" through support of teacher dispatch provided by JICA, etc. <Policy 152>

Initiatives to establish the foundation of a society of harmonious coexistence

Raising awareness to realize a society of harmonious coexistence

- Establishment of "Month for Raising Public Awareness of Harmonious Coexistence with Foreign Nationals" (tentative name), and implementation of various events to raise public awareness, etc. <Policy 153>
- Implementation of surveys and research for the establishment of a network to identify the actual conditions of schoolchildren in scattered local communities <Policy 56 (reposted)>

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

- Creation and publication of new statistics to analyze the living situations of foreign residents utilizing the statistics on foreign residents in Japan, etc. <Policy 159>
- Implementation of statistical surveys to identify the actual conditions of the employment management of working conditions, etc., of foreign workers and of labor migration, etc. <Initiative 160>

Enhancement of information collections and strengthening of cooperation, etc. among relevant organizations for the development of infrastructure for realizing a society of harmonious coexistence

- Promotion of support for foreign nationals and improvement of the environment for acceptance of them through development of highly professional Accepting Environmental Coordinators <Policy 162>
- Enhancement and strengthening of information dissemination, etc. through implementation of trial project to support the efforts of private support groups to provide outreach support to foreign nationals <Policy 163>
- Consideration of enhancement of cooperation between related organizations in the consultation offices and the counseling function of the Immigration Information Centers <Policy 164>
- Consideration of efforts towards construction of a centralized information management system required for residency management at the Immigration Services Agency <Policy 165>
- Consideration of expansion of procedures to be made online and of construction of a system that enables users to use their own information on Mynaportal <Policy 166>
- Consideration of improvement of the environment for acquisition of Individual Number Cards ("My Number Card") and efforts towards the integration of Individual Number Cards and residence cards <Policy 167>
- Consideration of provision of support to foreign nationals with life problems, such as development of specialist supporters <Policy 6 (reposted)>
- Consideration of how data contributing to the plans and drafts of coexistence measures related to foreign nationals should be mounted, and the collection of data, etc., to be mounted <Policy 168>
- Adequate qualification management for insured persons who have changed to a residence qualification under which they are not covered by National Health Insurance <Policy 173>

Creating a system where foreign nationals also play an active role in a society of harmonious coexistence

- Provision of support to international students aiming to qualify as certified care workers, including allocation of scholarships <Policy 181>
- Implementing support for leading local government initiatives through Digital Garden City Nation grants <Policy 183>
- Implementation of reviews of the "Fourth Generation Japanese Acceptance System" <Policy 184>
- Promotion of volunteer community revitalization activities for the settlement of foreign nationals in the local community through collaboration with the local government, etc. <Policy 187>

Construction of the residency management system as a foundation for a society of harmonious coexistence

① Strengthening the foundation of residency management

- Consideration of revisions concerning the "permanent resident" status, such as revision of the requirements for acquisition of the status and responses to situation changes after acquisition <Policy 188>
- Further optimizing the operations of the refugee recognition system through clarifying normative elements on the eligibility for refugee status, etc. <Policy 189>
- Support on foreign nationals for the application for Individual Number Cards to promote the possession of Individual Number Cards among foreign nationals <Policy 191>

② Accurate management of international student enrollment

- Stricter examinations of residence status, such as not permitting the acceptance of international students, for institutes like universities, that do not appropriately manage international student enrollment <Policy 199>

③ Further optimization of the Technical Intern Training Program

- Establishment of a system that integrates the counseling and instruction functions in the Technical Intern Training Program and consideration of online system of application and other procedures <Policy 99 (reposted)>
- Strengthening of on-site inspections as measures against disappearance of technical intern trainees, terminating acceptance of new technical intern trainees from sending organizations with a large number of missing technical intern trainees, and promoting joint efforts with related organizations to prevent technical intern trainees from running away, such as publication of a leaflet on prevention of missing technical intern trainees <Policy 205>

④ Strengthening of measures against illegal foreign residents

- Strengthening of the system to reduce the number of deportation evaders based on the enactment of the Immigration Law Amendment Bill, etc. <Policy 214>

1 . Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals

<Background of decision>

- The government formulated the Roadmap based on the proposal submitted to the Minister of Justice, co-chair of the Ministerial Conference, from “Advisory Panel of Experts for the Realization of Society of Harmonious Coexistence with Foreign Nationals.”

<Outline>

- The Roadmap shows Japan’s **visions of a society of harmonious coexistence** with foreign nationals and, medium-to long-term issues and concrete measures to realize these visions.

<Period of time>

- **Five years** (from FY2022 to FY2026)

<Promotional Framework>

- Track the progress each year while seeking advice from experts, and update the measures as needed.

- Formulation of the Roadmap on June 14, 2022 *101 measures
- The Roadmap(FY2023 partly changed) on June 9, 2023 *101 measures

2 . Comprehensive Measures for Acceptance and Coexistence of Foreign Nationals

<Background of decision>

- The government formulated the Comprehensive Measures from the perspective of making government-wide efforts to more strongly and comprehensively promote the measures for acceptance and coexistence of foreign nationals based on the establishment of the “Specified Skilled Worker” status.

<Outline>

- From the perspective of developing a better environment for acceptance of foreign nationals, the Comprehensive Measures have been refined through revisions, but have no visions of a society of harmonious coexistence with foreign nationals nor medium-to long-term perspectives. The Comprehensive Measures are limited to address short-term issues.

<Period of time>

- **To be revised every year**

- Formulation of the Comprehensive Measures on December 25, 2018 *126 measures (Revised every year thereafter)
- The Comprehensive Measures (FY2023 revised) on June 9, 2023 *217 measures

The descriptions have been organized based on the Roadmap since the FY2022 revised.

【Comprehensive Measures for Acceptance and Coexistence of Foreign Nationals】

(1) Measures that overlap with the measures included in the Roadmap.

The Comprehensive Measures show the measures that should be implemented in a single fiscal year based on the measures and timelines indicated in the Roadmap.

(2) Measures that do not overlap with the measures included in the Roadmap.

The Comprehensive Measures show the measures that are not included in the Roadmap itself because they are not necessary measures that should be implemented over the medium-to long-term, but should be addressed.

1. Establishment of Accepting Environment Coordinators

○ Accepting Environment Coordinators have been assigned at immigration offices to improve the accepting environment for foreign nationals.

2. Major Roles

Contact point for local governments

- Listen to opinions from organizations, including local governments, related to the establishment of accepting environments for foreign nationals
- Respond to consultations from local governments, provide information and implement training, etc. on the establishment and operation of consultation services for foreign residents

Promote various measures for the realization of social integration for foreign nationals

Contact Information

Office Names	Address	Contact No.	Name of Agency	Address	Contact No.
Sapporo Regional Immigration Services Bureau	Sapporo Third Joint Government Bldg., 12 Odori-Nishi, Chuo-ku, Sapporo City, Hokkaido Status Division	0570-003259 (Department No.310)	Osaka Regional Immigration Services Bureau	1-29-53 Nankou Kita, Suminoe-ku, Osaka City, Osaka Inspection Coordination Department	0570-064259 Department No.410
Sendai Regional Immigration Services Bureau	Sendai Second Legal Affairs Joint Government Bldg., 1-3-20 Gorin, Miyagino-ku, Sendai City, Miyagi Second Inspection Department	0570-022259 (Department No. 51)	Kobe District Immigration Services Office	Kobe Local Joint Government Bldg., 29 Kaigan-dori, Chuo-ku, Kobe City, Hyogo Status Division	078-391-4747
Tokyo Regional Immigration Services Bureau	13F YOTSUYA TOWER, 1-6-1 Yotsuya, Shinjuku-ku, Tokyo Residence Support Department	03-5363-3025	Hiroshima Regional Immigration Services Bureau	Hiroshima Legal Affairs Government Bldg., 2-31 Kami-hacchobori, Naka-ku, Hiroshima City, Hiroshima Business, Employment, and Permanent Residence Inspection Department	082-221-4526
Yokohama District Immigration Services Office	10-7 Torihama-cho, Kanazawa-ku, Yokohama City, Kanagawa Inspection Coordination Department	0570-045259 (Department No. 90)	Takamatsu Regional Immigration Services Bureau	72-9 Hamanocho, Takamatsu City, Kagawa Status Division	087-822-5851
Nagoya Regional Immigration Services Bureau	5-18, Shoho-cho, Minato-ku, Nagoya City, Aichi Inspection Coordination Department	0570-052259 (Department No. 130)	Fukuoka Regional Immigration Services Bureau	Fukuoka Legal Affairs Government Complex No.1 3-5-25 Maizuru, Chuo-ku, Fukuoka City, Fukuoka Inspection Coordination Department	092-717-7595
			Naha District Immigration Services Office	Naha First Local Joint Government Bldg., 1-15-15 Higawa, Naha City, Okinawa Status Division	098-832-4186

Reference Materials

- Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields ①
- Relationship between Specified Skilled Worker (i) Fields and Technical Intern Training (ii) Jobs ②
- Contacts for Inquiries about “Specified Skilled Worker” Status of Residence ③
- Benefits of Working in Regional Areas ④
- Examples (Construction, Shipbuilding, Agriculture) ⑤

Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (Job Categories) 1/6

As of September 30, 2024

1 Agriculture (3 job categories, 7 operations)

Job Categories	Operations	Field(Job Categories)
Cultivation agriculture	Facility horticulture	Agriculture (General crop farming)
	Upland field cropping /Vegetable growing	
	Fruit growing	
Livestock agriculture	Hog raising	Agriculture (General livestock farming)
	Poultry farming(collecting chicken eggs)	
	Dairy	
Forestry	Silviculture /Production of logs	

2 Fishery (2 job categories, 10 operations)

Job Categories	Operations	Field(Job Categories)
Fishing boat fisheries	Skipjack pole and line fishery	Fishery (fishery)
	Long-line fishery	
	Squid jigging	
	Purse seine fishery	
	Trawl and seine net fishery	
	Gill net fishery	
	Set net fishery	
	Crab and shrimp basket fishery	
	Stick-held-dipnet fishery	
Aquaculture	Scallop and oyster farming	Fishery (aquaculture)

Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (Job Categories) 2/6

As of September 30, 2024

3 Construction (22 job categories, 33 operations)

Job Categories	Operations	Field(Job Categories)			
Well drilling	Percussion type well drilling operation	Construction (Civil Engineering)			
	Rotary type well drilling operation				
Building sheet metal work	Duct sheet metal operation	Construction (Building)		Construction (Infrastructure Facilities & Equipment)	
	Interior and exterior sheet metal operation				
Freezing and air conditioning apparatus installing	Freezing and air harmonizing equipment installation work	Construction (Infrastructure Facilities & Equipment)			
Fixture making	Hand processing work of wooden fixture	Construction (Building)			
Carpentry	Carpentry construction work	Construction (Building)			
Frame working	Framing construction work	Construction (Civil Engineering)		Construction (Building)	
Reinforcing bar construction	Assembling reinforced rod bar work	Construction (Civil Engineering)		Construction (Building)	
Scaffolding	Scaffolding building work	Construction (Civil Engineering)	Construction (Building)	Shipbuilding and ship machinery industries (Shipbuilding)	
Building stone construction	Stone processing work	Construction (Building)			
	Work of putting out stones				
Tiling	Tiling work	Construction (Building)			
Tile roofing	Tile-roofing work	Construction (Building)			
Plastering	Plasterers work	Construction (Building)			
Plumbing	Construction piping work	Construction (Infrastructure Facilities & Equipment)	Shipbuilding and ship machinery industries (Shipbuilding)	Shipbuilding and ship machinery industries (Ship machinery)	Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)
	Plant piping work				
Heat insulation	Heat-retention and cool-retention construction work	Construction (Infrastructure Facilities & Equipment)			
Interior finishing	Plastic-material floor finishing construction work	Construction (Building)			
	carpeting floor finishing construction work				
	Metal-made foundation construction work				
	Board finishing construction work				
	Curtain installation work				
Sash setting	Building sash installation work	Construction (Building)			
Waterproofing	Sealing water-proof construction work	Construction (Building)			
Concrete pressure feeding	Concrete pressure transfer construction work	Construction (Civil Engineering)		Construction (Building)	
Well point construction	Well-point construction work	Construction (Civil Engineering)			
Paper hanging	Painting work	Construction (Building)			
Application of construction equipment	Dozing work	Construction (Civil Engineering)			
	Loading work				
	Excavating work				
	Road rolling work				
Furnace installation	Furnace installation work	Construction (Building)			

Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (Job Categories) 3/6

As of September 30, 2024

4 Food Manufacturing (11 job categories, 19 operations)

Job Categories	Operations	Field(Job Categories)
Can seaming for canned foods	can seaming for canned foods	General food and beverage manufacturing industry (General food and beverage industry(food and beverage (excluding alcoholic beverages) production, processing and hygiene))
Poultry processing industry	Poultry processing	
Marine Heated fishery processed foodstuff manufacturing work	Extract manufacturing	
	Heated dried product manufacturing	
	Flavored product manufacturing	
	Smoked product manufacturing	
Non-heated fishery processed foodstuff manufacturing work	Salted product manufacturing	
	Dried product manufacturing	
	Fermented foodstuff manufacturing	
	Half cooked product manufacturing	
	Raw food product manufacturing	
Fish paste making	Boiled fish paste producing work	
Beef and pork processing industry	Primal cut of beef and pork processing	
	Retail cut of meat processing work of beef and pork	
Ham,sausage and bacon making	Production work of ham, sausage and bacon	General food and beverage manufacturing industry (General food and beverage industry(food and beverage (excluding alcoholic beverages) production, processing and hygiene))
Bread Baking	Bread baking work	
Ready-made meal manufacturing work	Ready-made meal processing	
Agricultural pickles processing	Agricultural pickles processing work	
Meal processing for Medical and welfare facilities	Meal processing work for Medical and welfare facilities	Food service industry

5 Textile (13 job categories, 22 operations)

Job Categories	Operations	Field(Job Categories)
Spinning operation	Pre-spinning work	Manufacture of industrial products (Fabricated textiles manufacturing)
	Spinning process	
	Winding process	
	Twisting and doubling work	
Weaving operation	Sizing and warping work	
	Weaving process	
	Inspecting work	
Dyeing	Thread permeation dyeing work	
	Fabric and knit dyeing	
Knit goods manufacturing	Socks producing work	
	Round knitting producing work	
Warp knitted fabrics manufacturing	Warp knitting producing work	Manufacture of industrial products (Sewing)
Ladies' and children's dress making	Sewing work of ready-made clothes for ladies and children	
Tailoring men's suit making	Sewing work of men's ready -made clothes	
Underwear manufacturing	Underwear manufacturing operation	Manufacture of industrial products (Fabricated textiles manufacturing)
Bedclothes making	Bedding products work	
Carpet manufacturing	Woven carpet producing work	
	Tufted carpet producing work	Manufacture of industrial products (Sewing)
	Needle punched carpet producing work	
Canvas product making	Canvas cloth products related work	
Cloth sewing	Dress-shirt producing work	Manufacture of industrial products (Sewing)
Seat product sewing	Car seat product sewing work	

Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (Job Categories) 4/6

As of September 30, 2024

6 Machinery (17 job categories, 34 operations)

Job Categories	Operations	Field(Job Categories)					
Casting	Casting iron and article operation	Manufacture of industrial products (Machining and metal processing)			Shipbuilding and ship machinery industries (Ship machinery)		
	Casting nonferrous metal and article operation						
Forging	Hammer type forging operation	Manufacture of industrial products (Machining and metal processing)					
	Press type forging operation						
Die casting	Hot chamber die-cast work	Manufacture of industrial products (Machining and metal processing)					
	Cold chamber die-cast work						
Machining	Engine Lathe operation	Manufacture of industrial products (Machining and metal processing)	Manufacture of industrial products (Electric and electronic equipment assembly)	Shipbuilding and ship machinery industries (Ship machinery)	Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)	Railway (Rolling stock manufacturing)	
	Milling machine operation						
	Numerical Control Lathe Operations						
	Machining Center Operations						
Metal press	Metal press operation	Manufacture of industrial products (Machining and metal processing)			Shipbuilding and ship machinery industries (Ship machinery)	Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)	Railway (Rolling stock manufacturing)
Iron work	Steel processing operation for structure	Manufacture of industrial products (Machining and metal processing)	Construction (Civil Engineering)	Construction (Building)	Shipbuilding and ship machinery industries (Shipbuilding)	Shipbuilding and ship machinery industries (Ship machinery)	Railway (Rolling stock manufacturing)
Factory sheet metal work	Machine sheet metal operation	Manufacture of industrial products (Machining and metal processing)					
Electroplating	Electric plating work	Manufacture of industrial products (Metal surface treatment)					
	Meltdown zinc plating work						
Aluminum anodizing	Anode oxidation treatment work						
Finishing	Melting equipment finishing work	Manufacture of industrial products (Machining and metal processing)	Manufacture of industrial products (Electric and electronic equipment assembly)	Shipbuilding and ship machinery industries (Ship machinery)		Railway (Rolling stock manufacturing)	
	Metal mold finishing work						
	Machine assembling finishing work						
Machine inspection	Machine inspection work	Manufacture of industrial products (Machining and metal processing)			Manufacture of industrial products (Electric and electronic equipment assembly)		
Machine maintenance	Machine maintenance work	Manufacture of industrial products (Machining and metal processing)		Manufacture of industrial products (Electric and electronic equipment assembly)		Shipbuilding and ship machinery industries (Ship machinery)	Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)
Electronic equipment assembling	Electronic devices assembling work	Manufacture of industrial products (Electric and electronic equipment assembly)			Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)		Railway (Rolling stock manufacturing)
Electric equipment assembling	Spinning electric machine assembling work	Manufacture of industrial products (Machining and metal processing)	Manufacture of industrial products (Electric and electronic equipment assembly)		Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)	Railway (Rolling stock manufacturing)	
	Transformer assembling work						
	Control panel and distribution panel assembling work						
	Open-close control device assembling work						
	Spinning electric cord-reel producing work						
Print wiring board manufacturing	Print distribution panel design	Manufacture of industrial products (Electric and electronic equipment assembly)			Shipbuilding and ship machinery industries (Ship electrical and electronic equipment)		
	Print distribution panel production						
Aluminum Rolling , Extrusion Product Manufacturing	Drawn Processing Work						
	Finishing Work						
Metal Heat Treatment	Bulk metal treatment work	Manufacture of industrial products(Machining and metal processing)					
	Surface heat treatment(carburizing, carbonitriding, nitriding)work						
	Partial heat treatment(induction heat treatment, Flame heat treatment)work						

Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (Job Categories) 5/6

7 Others (21 job categories, 38 operations)

As of September 30, 2024

Job Categories	Operations	Field(Job Categories)											
Furniture making	Hand processing on furniture making												
Printing	Off-set printing work	Manufacture of industrial products (Printing/Book binding)											
	Gravure printing												
Book binding	Binding work												
Plastic molding	Compressing forming work	Manufacture of industrial products (Machining and metal processing)				Manufacture of industrial products (Electric and electronic equipment assembly)							
	Injection forming work												
	Inflation forming work												
	Blow forming work												
Reinforced plastic molding	Hand-loaded layer forming work	Shipbuilding and ship machinery industries (Ship machinery)		Manufacture of industrial products (Machining and metal processing)		Manufacture of industrial products (Electric and electronic equipment assembly)							
Painting	Construction painting work	Manufacture of industrial products (Machining and metal processing)		Construction (Civil Engineering)	Construction (Building)	Shipbuilding and ship machinery industries (Shipbuilding)		Shipbuilding and ship machinery industries (Ship machinery)					
	Metal painting work	Manufacture of industrial products (Machining and metal processing)		Shipbuilding and ship machinery industries (Shipbuilding)	Shipbuilding and ship machinery industries (Ship machinery)			Railway (Rolling stock manufacturing)					
	Metal bridge painting work	Manufacture of industrial products (Machining and metal processing)		Construction (Civil Engineering)	Construction (Building)	Shipbuilding and ship machinery industries (Shipbuilding)		Shipbuilding and ship machinery industries (Ship machinery)					
	Spray painting work	Manufacture of industrial products (Machining and metal processing)		Shipbuilding and ship machinery industries (Shipbuilding)	Shipbuilding and ship machinery industries (Ship machinery)			Railway (Rolling stock manufacturing)					
Welding	Manual welding	Manufacture of industrial products (Machining and metal processing)	Construction (Civil Engineering)	Construction (Building)	Construction (Infrastructure Facilities & Equipment)	Shipbuilding and ship machinery industries (Shipbuilding)	Shipbuilding and ship machinery industries (Ship machinery)	Railway (Rolling stock manufacturing)					
	Semi-automatic welding												
Industrial packaging	Industrial wrapping work	Manufacture of industrial product (Machining and metal processing)		Manufacture of industrial product (Electric and electronic equipment assembly)									
Carton box and corrugated card board box making	Printing box punching work	Manufacture of industrial product (Carton box and corrugated card board box making)											
	Printing box producing work												
	Paste box producing work												
	Cardboard producing work												
Industrial manufacturing of pottery	Roller jigger forming work	Manufacture of industrial product (Tableware and ornaments pottery manufacturing)											
	Pressure casting work												
	Pad printing work												
Automobile repair and maintenance	Automobile repair and maintenance work	Automobile repair and maintenance											
Building cleaning management	Building cleaning management work	Building cleaning Management											
Care worker	Care worker	Nursing care											
Linen supply	Linen supply finishing work												
Precast concrete manufacturing	Precast concrete manufacturing work	Manufacture of industrial product(Precast concrete manufacturing)											
Accommodation	Hospitality/Sanitary Management	Accommodation industry											
Refuse derived Paper & Plastics densified Fuel making	Refuse derived Paper & Plastics densified Fuel work	Manufacture of industrial product(Refuse derived paper & plastics densified fuel making)											
Railway facility maintenance	Track maintenance	Railway (Track construction and maintenance)											
Rubber Product Manufacturing	Molding Processing Work												
	Extrusion Processing Work												
	Mixing & Rolling Processing Work												
	Composite Laminate Processing Work												
Rolling stock maintenance	Maintenance of bogie system	Railway (Rolling stock maintenance and overhaul)											
	Maintenance of brake system												
Wood processing	Sawing work	Wood industry (Wood processing in sawmilling industry and plywood industry, etc.)											

Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (Job Categories) 6/6

○ Internal Certification type Occupations and Jobs (2 job categories, 4 operations)

As of September 30, 2024

Job Categories	Operations	Field(Job Categories)
Airport ground handling	Aircraft ground support work	Aviation industry (Airport ground handling)
	Cargo handling work	
	Cabin cleaning work	
Boiler Maintenance	Boiler Maintenance work	

Relationship between Specified Skilled Worker (i) Fields and Technical Intern Training (ii) Jobs 1/3

1 Nursing care

Job categories	Operations
Care worker	Care worker

2 Building cleaning management

Job categories	Operations
Building cleaning management	Building cleaning management work

3 Manufacture of industrial products

Job categories	Operations
Spinning operation	Pre-spinning work
	Spinning process
	Winding process
	Twisting and doubling work
Weaving operation	Sizing and warping work
	Weaving process
	Inspecting work
Dyeing	Thread permeation dyeing work
	Fabric and knit dyeing
Knit goods manufacturing	Socks producing work
	Round knitting producing work
Warp knitted fabrics manufacturing	Warp knitting producing work
Ladies' and children's dress making	Sewing work of ready-made clothes for ladies and children
Tailoring men's suit making	Sewing work of men's ready-made clothes
Underwear manufacturing	Underwear manufacturing operation
Bedclothes making	Bedding products work
Carpet manufacturing	Woven carpet producing work
	Tufted carpet producing work
	Needle punched carpet producing work
Canvas product making	Canvas cloth products related work
Cloth sewing	Dress-shirt producing work
Seat product sewing	Car seat product sewing work
Casting	Casting iron and article operation
	Casting nonferrous metal and article operation
Forging	Hammer type forging operation
	Press type forging operation
Die casting	Hot chamber die-cast work
	Cold chamber die-cast work
Machining	Engine Lathe operation
	Milling machine operation
	Numerical Control Lathe Operation
	Machining Center Operation
Metal press	Metal press operation
Iron work	Steel processing operation for structure
Factory sheet metal work	Machine sheet metal operation

4 Construction industry

Job categories	Operations
Electroplating	Electric plating work
	Meltdown zinc plating work
Aluminum anodizing	Anode oxidation treatment work
Finishing	Melting equipment finishing work
	Metal mold finishing work
	Machine assembling finishing work
Machine inspection	Machine inspection work
Machine maintenance	Machine maintenance work
Electronic equipment assembling	Electronic devices assembling work
Electric equipment assembling	Spinning electric machine assembling work
	Transformer assembling work
	Control panel and distribution panel assembling work
	Open-close control device assembling work
	Spinning electric cord-reel producing work
	Print distribution panel design
Print wiring board manufacturing	Print distribution panel production
Metal Heat Treatment	Bulk metal treatment work
	Surface heat treatment (carburizing, carbonitriding, nitriding) work
	Partial heat treatment (Induction heat treatment, Flame heat treatment) work
Printing	Off-set printing work
Book binding	Gravure printing
	Binding work
Plastic molding	Compressing forming work
	Injection forming work
	Inflation forming work
	Blow forming work
Reinforced plastic molding	Hand-loaded layer forming work
Painting	Construction painting work
	Metal painting work
	Metal bridge painting work
	Spray painting work
Welding	Manual welding
	Semi-automatic welding
Industrial packaging	Industrial wrapping work
	Printing box punching work
Carton box and corrugated card board box making	Printing box producing work
	Paste box producing work
	Cardboard producing work
	Roller jigger forming work
Industrial manufacturing of pottery	Pressure casting work
	Pad printing work
Precast concrete manufacturing	Precast concrete manufacturing work
Refuse derived paper & plastics densified fuel making	Refuse derived paper & plastics densified fuel work

Job categories	Operations
Well drilling	Percussion type well drilling operation
	Rotary type well drilling operation
Building sheet metal work	Duct sheet metal operation
	Interior and exterior sheet metal operation
Freezing and air conditioning apparatus installing	Freezing and air harmonizing equipment installation work
Fixture making	Hand processing work of wooden fixture
Carpentry	Carpentry construction work
Frame working	Framing construction work
Reinforcing bar construction	Assembling reinforced rod bar work
Scaffolding	Scaffolding building work
Building stone construction	Stone processing work
	Work of putting out stones
Tiling	Tiling work
Tile roofing	Tile-roofing work
Plastering	Plasterers work
Plumbing	Construction piping work
	Plant piping work
Heat insulation	Heat-retention and cool-retention construction work
Interior finishing	Plastic-material floor finishing construction work
	Carpeting floor finishing construction work
	Metal-made foundation construction work
	Board finishing construction work
	Curtain installation work
Sash setting	Building sash installation work
Waterproofing	Sealing water-proof construction work
Concrete pressure feeding	Concrete pressure transfer construction work
Well point construction	Well-point construction work
Paper hanging	Painting work
Application of construction equipment	Dozing work
	Loading work
	Excavating work
Furnace installation	Road rolling work
	Furnace installation work
Painting	Construction painting work
	Metal bridge painting work
Welding	Manual welding
	Semi-automatic welding
Iron work	Steel processing operation for structure

Relationship between Specified Skilled Worker (i) Fields and Technical Intern Training (ii) Jobs 2/3

5 Shipbuilding and ship machinery industry

Job categories	Operations
Scaffolding	Scaffolding building work
Plumbing	Construction piping work
	Plant piping work
Casting	Casting iron and article operation
	Casting nonferrous metal and article operation
Machining	Engine Lathe operation
	Milling machine operation
	Numerical Control Lathe Operations
	Machining Center Operations
Metal press	Metal press operation
Iron work	Steel processing operation for structure
Finishing	Melting equipment finishing work
	Metal mold finishing work
	Machine assembling finishing work
Machine maintenance	Machine maintenance work
Electronic equipment assembling	Electronic devices assembling work
Electric equipment assembling	Spinning electric machine assembling work
	Transformer assembling work
	Control panel and distribution panel assembling work
	Open-close control device assembling work
	Spinning electric cord-reel producing work
Print wiring board manufacturing	Print distribution panel design
	Print distribution panel production
Reinforced plastic molding	Hand-loaded layer forming work
Painting	Construction painting work
	Metal painting work
	Metal bridge painting work
	Spray painting work
Welding	Manual welding
	Semi-automatic welding

6 Automobile repair and maintenance

Job categories	Operations
Automobile repair and maintenance	Automobile repair and maintenance work

7 Aviation industry

Job categories	Operations
Airport ground handling	Aircraft ground support work
	Cargo handling work
	Cabin cleaning work

8 Accommodation industry

Job categories	Operations
Accommodation	Hospitality/Sanitary Management

9 Automobile transportation business

Job categories	Operations
N / A	

Relationship between Specified Skilled Worker (i) Fields and Technical Intern Training (ii) Jobs 3/3

10 Railway

Job categories	Operations
Machining	Engine Lathe operation
	Milling machine operation
	Numerical Control Lathe Operations
	Machining Center Operations
Metal press	Metal press operation
Iron work	Steel processing operation for structure
Finishing	Melting equipment finishing work
	Metal mold finishing work
	Machine assembling finishing work
Electronic equipment assembling	Electronic devices assembling work
Electric equipment assembling	Spinning electric machine assembling work
	Transformer assembling work
	Control panel and distribution panel assembling work
	Open-close control device assembling work
	Spinning electric cord-reel producing work
Painting	Metal painting work
	Spray painting work
Welding	Manual welding
	Semi-automatic welding
Railway facility maintenance	Track maintenance
Rolling stock maintenance	Maintenance of bogie system
	Maintenance of brake system

11 Agriculture

Job categories	Operations
Cultivation agriculture	Facility horticulture
	Upland field cropping/ Vegetable growing
	Fruit growing
Livestock agriculture	Hog raising
	Poultry farming (collecting chicken eggs)
	Dairy

12 Fishery and aquaculture

Job categories	Operations
Fishing boat fisheries	Skipjack pole and line fishery
	Long-line fishery
	Squid jigging
	Purse seine fishery
	Trawl and seine net fishery
	Gill net fishery
	Set net fishery
	Crab and shrimp basket fishery
	Stick-held-dipnet fishery
Aquaculture	Scallop and oyster farming

13 Manufacture of food and beverages

Job categories	Operations
Can seaming for canned foods	Can seaming for canned foods
Poultry processing industry	Poultry processing
Marine Heated fishery processed foodstuff manufacturing work	Extract manufacturing
	Heated dried product manufacturing
	Flavored product manufacturing
	Smoked product manufacturing

Non-heated fishery processed foodstuff manufacturing work	Salted product manufacturing
	Dried product manufacturing
	Fermented foodstuff manufacturing
	Half cooked product manufacturing
	Raw food product manufacturing
Fish paste making	Boiled fish paste producing work
Beef and pork processing industry	Primal cut of beef and pork processing
Ham, sausage and bacon making	Production work of ham, sausage and bacon
Bread Baking	Bread baking work
Ready-made meal manufacturing work	Ready-made meal processing
Agricultural pickles processing	Agricultural pickles processing work

14 Food service industry

Job categories	Operations
Meal processing for Medical and welfare facilities	Meal processing work for Medical and welfare facilities

15 Forestry

Job categories	Operations
N / A	

16 Wood Industry

Job categories	Operations
Wood processing	Sawing work

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence (Ministry of Justice)

(General system, immigration and residence procedures, registered support organizations)

Department Name	Address	Contact No.
Sapporo Regional Immigration Services Bureau	Sapporo Third Joint Government Bldg., Odori-nishi 12 Chome, Chuo-ku, Sapporo City, Hokkaido Status Division	0570-003259 (Ext. 140#)
Sendai Regional Immigration Services Bureau	Sendai Second Legal Affairs Joint Government Bldg., 1-3-20 Gorin, Miyagino-ku, Sendai City, Miyagi Second Inspection Department	0570-022259 (Ext. 21#)
Tokyo Regional Immigration Services Bureau	5-5-30 Konan, Minato-ku, Tokyo Business and Employment Inspection Department 3	0570-034259 (Ext. 330)
Yokohama District Immigration Office	10-7 Torihama-cho, Kanazawa-ku, Yokohama City, Kanagawa Business, Employment, and Permanent Residency Inspection Department	0570-045259 (Ext. 20)
Nagoya Regional Immigration Services Bureau	5-18, Shoho-cho, Minato-ku, Nagoya City, Aichi Business and Employment Inspection Department 2	0570-052259 (Ext. 20)
Osaka Regional Immigration Services Bureau	1-29-53 Nankou Kita, Suminoe-ku, Osaka City, Osaka Business and Employment Inspection Department 2	0570-064259 (Ext.231)

Department Name	Address	Contact No.
Kobe District Immigration Office	Kobe Local Joint Government Bldg., 29 Kaigan-dori, Chuo-ku, Kobe City, Hyogo Status Division	078-391-6378
Hiroshima Regional Immigration Services Bureau	Hiroshima Government Legal Complex, 2-31 Kami-hacchobori, Naka-ku, Hiroshima City, Hiroshima Status Division	082-221-4412
Takamatsu Regional Immigration Services Bureau	72-9 Hamanochi, Takamatsu City, Kagawa Status Division	087-822-5851
Fukuoka Regional Immigration Services Bureau	Fukuoka Legal Affairs Government Complex No.1 3-5-25, Maizuru, Chuo-ku, Fukuoka City, Fukuoka Business, Employment, and Permanent Residence Inspection Department	092-831-4144
Naha District Immigration Office	Naha First Local Joint Government Bldg. 1-15-15 Higawa, Naha City, Okinawa Prefecture Status Division	098-832-4186

[Reference: Specified Skilled Worker System “Others” at the website of Immigration Services Agency of Japan]
https://www.moj.go.jp/isa/policies/ssw/nyuukokukanri01_00130.html

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence (Other relevant ministries) 1/3

(Nursing Care)

Name of Agency	Address/Department	Contact Details	
MHLW Social Support Bureau	1-2-2 Kasumigaseki, Chiyoda-ku, Tokyo Welfare Infrastructure Division Office for Welfare Human Resources Policy	TEL	03-5253-1111 (Ext.: 2125,3146)

(Building cleaning management)

Name of Agency	Address/Department	Contact Details	
MHLW Pharmaceutical Health and Environmental Health Bureau	1-2-2 Kasumigaseki, Chiyoda-ku, Tokyo Environmental Health Division	TEL	03-5253-1111 (Ext.: 2432)

(Manufacture of industrial products)

Name of Agency	Address/Department	Contact Details	
Counseling Counters for Foreign Human Resources with Specified Skills in the Manufacturing Industry		TEL	03-6838-0058

(Construction industry)

*Specified Skilled Worker Acceptance Plan in the construction field is examined at each regional development bureau, Hokkaido Development Bureau or Okinawa General Bureau. If you have an inquiry about the examination of the Plan, please contact each regional development bureau in charge of the region where the principal office of accepting company is located.

Name of Agency	Address/Department	Contact Details	
MLIT Real Estate and Construction Economy Bureau	2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo International Markets Division	TEL	03-5253-8121
Hokkaido Development Bureau	8 Nishi 2 Kita-ku, Sapporo Business Promotion Department Construction Industry Division	TEL	011-709-2311 (Ext.: 5778)
Tohoku Regional Development Bureau	3-3-1 Honcho, Aoba-ku, Sendai Construction Policy Department Construction Industry Division	TEL	022-263-6131
Kanto Regional Development Bureau	2-1 Shintoshin, Chuo-ku, Saitama City, Saitama Construction Policy Department Construction Industry Division I	TEL	048-601-3151 (Ext.: 6643)
Hokuriku Regional Development Bureau	1-1-1 Misaki-cho, Chuo-ku, Niigata City, Niigata Construction Policy Department Planning and Construction Industry Division	TEL	025-370-6571
Chubu Regional Development Bureau	2-5-1 Sannomaru, Naka-ku, Nagoya, Aichi Construction Policy Department Construction Industry Division	TEL	052-953-8572
Kinki Regional Development Bureau	3-1-41 Otemae, Chuo-ku, Osaka Construction Policy Department Construction Industry Division I	TEL	06-6942-1141
Chugoku Regional Development Bureau	2-15 hacchobori, Naka-ku, Hiroshima Construction Policy Department Planning and Construction Industry Division	TEL	082-221-9231 (Ext.: 6158,6156)
Shikoku Regional Development Bureau	3-33 Sunport Takamatsu Construction Policy Department Planning and Construction Industry Division	TEL	087-811-8314
Kyushu Regional Development Bureau	2-10-7 Hakata Station Higashi, Hakata-ku, Fukuoka City, Fukuoka Construction Policy Department Construction Industry Division	TEL	092-471-6331
Okinawa General Bureau, Cabinet Office	2-1-1 Omoromachi, Naha, Okinawa Development Construction Department Construction Industry and Regional development Division	TEL	098-866-1910

(Shipbuilding and ship machinery industry)

Name of Agency	Address/Department	Contact Details	
MLIT Maritime Bureau	2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo Shipping Industry Division	TEL	03-5253-8634
Hokkaido Transportation Bureau	10 Odori Nishi, Chuo-ku, Sapporo, Hokkaido Maritime Promotion Division Passenger and Shipping Industry Division	TEL	011-290-1012
Tohoku Transportation Bureau	1 Teppochi, Miyagino-ku, Sendai, Miyagi Maritime Promotion Department Shipping Industry Division	TEL	022-791-7512
Kanto Transportation Bureau	5-57 Kitanakadori, Naka-ku, Yokohama, Kanagawa Maritime Promotion Department Shipping Industry Division	TEL	045-211-7223
Hokuriku Shinetsu Transportation Bureau	1-2-1 Misaki-cho, Chuo-ku, Niigata City, Niigata Maritime Department Maritime Industry Division	TEL	025-285-9156
Chubu Transportation Bureau	2-2-1 San-nomaru, Naka-ku, Nagoya, Aichi Maritime Promotion Department Shipping Industry Division	TEL	052-952-8020
Kinki Transportation Bureau	4-1-76 Otemae, Chuo-ku, Osaka City, Osaka Maritime Promotion Department Shipping Industry Division	TEL	06-6949-6425
Kobe Transport Supervision Department	1-1 Hatobamachi, Chuo-ku, Kobe, Hyogo Maritime Promotion Department Shipping Industry Division	TEL	078-321-3148
Chugoku Transportation Bureau	6-30 Kami-hacchobori, Naka-ku, Hiroshima City, Hiroshima Maritime Promotion Department Shipping Industry Division	TEL	082-228-3691
Shikoku Transportation Bureau	3-33 Sunport Takamatsu, Kagawa Maritime Promotion Department Shipping Industry Division	TEL	087-802-6816
Kyushu Transportation Bureau	2-11-1 Hakata Station East, Hakata-ku, Fukuoka City, Fukuoka Maritime Promotion Department Shipping Industry Division	TEL	092-472-3158
Okinawa General Bureau, Cabinet Office	2-1-1 Omoromachi, Naha, Okinawa Transport Department Ship Crew Division	TEL	098-866-1838

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence (Other relevant ministries) 2/3

(Automobile repair and maintenance)

Name of Agency	Address/Department	Contact Details	
MLIT Logistics and Automobile Bureau	2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo Automobile Maintenance Service Division	TEL	03-5253-8111 (Ext.: 42415, 42414)
Hokkaido District Transport Bureau	10 Odori Nishi, Chuo-ku, Sapporo, Hokkaido Automotive Engineering and Safety Department Maintenance Service Division	TEL	011-290-2752
Tohoku District Transport Bureau	1 Teppochō, Miyagino-ku, Sendai, Miyagi Automotive Engineering and Safety Department Maintenance Service Division	TEL	022-791-7534
Hokuriku Shinetsu District Transport Bureau	1-2-1 Misaki-cho, Chuo-ku, Niigata City, Niigata Automotive Engineering and Safety Department Maintenance Service Division	TEL	025-285-9155
Kanto District Transport Bureau	5-57 Kitanakadori, Naka-ku, Yokohama, Kanagawa Automotive Engineering and Safety Department Maintenance Service Division	TEL	045-211-7254
Chubu District Transport Bureau	2-2-1 San-nomaru, Naka-ku, Nagoya, Aichi Automotive Engineering and Safety Department Maintenance Service Division	TEL	052-952-8042
Kinki District Transport Bureau	4-1-76 Otemae, Chuo-ku, Osaka City, Osaka Automotive Engineering and Safety Department Maintenance Service Division	TEL	06-6949-6453
Chugoku District Transport Bureau	6-30 Kami-hacchōbori, Naka-ku, Hiroshima City, Hiroshima Automotive Engineering and Safety Department Maintenance Service Division	TEL	082-228-9142
Shikoku District Transport Bureau	3-33 Sunport, Takamatsu, Kagawa Automotive Engineering and Safety Department Maintenance Service Division	TEL	087-802-6783
Kyushu District Transport Bureau	2-11-1 Hakata Station East, Hakata-ku, Fukuoka City, Fukuoka Automotive Engineering and Safety Department Maintenance Service Division	TEL	092-472-2537
Okinawa General Bureau, Cabinet Office	2-1-1 Omoromachi, Naha, Okinawa Transport Department Vehicle Safety Division	TEL	098-866-1837

(Aviation industry)

Name of Agency	Address/Department	Contact Details	
MLIT Aviation Bureau	2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo Aviation Network Department	TEL	03-5253-8111
	Aviation Network Planning Division (Airport Ground Handling)		(Ext.: 49124)
	Safety Department Operations Safety Division Crew Policy Office (Aircraft Maintenance)		(Ext.: 50357)

(Accommodation industry)

Name of Agency	Address/Department	Contact Details	
MLIT Tourism Agency	2-1-2 Kasumigaseki, Chiyoda-ku, Tokyo Tourism Industry Division	TEL	03-5253-8367
Hokkaido Transportation Bureau	10 Odori Nishi, Chuo-ku, Sapporo, Hokkaido Tourism Department Tourism Planning Division	TEL	011-290-2700
Tohoku Transportation Bureau	1 Teppouchō, Miyagino-ku, Sendai, Miyagi Tourism Department Tourism Planning Division	TEL	022-791-7509
Kanto Transportation Bureau	5-57 Kitanakadori, Naka-ku, Yokohama, Kanagawa Tourism Department Tourism Planning Division	TEL	045-211-1255
Hokuriku Shinetsu Transportation Bureau	1-2-1 Misaki-cho, Chuo-ku, Niigata City, Niigata Tourism Department Tourism Planning Division	TEL	025-285-9181
Chubu Transportation Bureau	2-2-1 Sannomaru, Naka-ku, Nagoya, Aichi Tourism Department Tourism Planning Division	TEL	052-952-8045
Kinki Transportation Bureau	4-1-76 Otemae, Chuo-ku, Osaka City, Osaka Tourism Department Tourism Planning Division	TEL	06-6949-6466
Chugoku Transportation Bureau	6-30 Kami-hacchōbori, Naka-ku, Hiroshima City, Hiroshima Tourism Department Tourism Planning Division	TEL	082-228-8701
Shikoku Transportation Bureau	3-33 Sunport, Takamatsu, Kagawa Tourism Department Tourism Planning Division	TEL	087-802-6735
Kyushu Transportation Bureau	2-11-1 Hakata Station East, Hakata-ku, Fukuoka City, Fukuoka Tourism Department Tourism Planning Division	TEL	092-472-2330
Okinawa General Bureau, Cabinet Office	2-1-1 Omoromachi, Naha, Okinawa Transport Department Planning Office	TEL	098-866-1812

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence (Other relevant ministries) 3/3

(Automobile transportation business)

Name of Agency	Address/Department	Contact Details	
MLIT Logistics and Automobile Bureau	2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo Planning, Electrification and Autonomous driving Counselor's Office	TEL	03-5253-8563

(Railway)

Name of Agency	Address/Department	Contact Details	
MLIT Railway Bureau	2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo Technical Planning Division	TEL	03-5253-8111 (Ext.: 40703)

(Agriculture)

Name of Agency	Address/Department	Contact Details	
MAFF Management Improvement Bureau	1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo Young Farmers and Women Division	TEL	03-6744-2159
Hokkaido District Agricultural Office	2-22 South 22 West 6 Chuo-ku, Sapporo, Hokkaido Production Management Industries Department Leader Development Division	TEL	011-330-8809
Tohoku Regional Agricultural Administration Office	3-3-1 Honcho, Aoba-ku, Sendai, Miyagi Management and Business Support Department Management Support Division	TEL	022-221-6217
Kanto Regional Agricultural Administration Office	2-1 Shintoshin, Chuo-ku, Saitama City, Saitama Saitama Shintoshin Government Bldg. No. 2 Management and Business Support Department Management Support Division	TEL	048-740-0394
Hokuriku Regional Agricultural Administration Office	2-2-60 Hirosaka, Kanazawa, Ishikawa Management and Business Support Department Management Support Division	TEL	076-232-4238
Tokai Regional Agricultural Administration Office	1-2-2 Sannomaru, Naka-ku, Nagoya, Aichi Management and Business Support Department Management Support Division	TEL	052-223-4620
Kinki Regional Agricultural Administration Office	Nishinotoindori Shimochojamachi, Sagaru Chojiburochou, Kamigyo-ku, Kyoto City, Kyoto Management and Business Support Department Management Support Division	TEL	075-414-9055
Chugoku-Shikoku Regional Agricultural Administration Office	1-4-1 Shimoishii, Kita-ku, Okayama City, Okayama Management and Business Support Department Management Support Division	TEL	086-224-8842
Kyushu Regional Agricultural Administration Office	2-10-1 Kasuga, Nishi-ku, Kumamoto City, Kumamoto Management and Business Support Department Management Support Division	TEL	096-300-6377
Okinawa General Bureau, Cabinet Office	2-1-1 Omoromachi, Naha, Okinawa Naha Regional Government Bldg. No. 2 Management Improvement Division	TEL	098-866-1628

(Fishery and aquaculture)

Name of Agency	Address/Department	Contact Details	
MAFF Fisheries Agency	1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo Planning Division Fisheries Labour Team	TEL	03-6744-2340

(Manufacture of food and beverages)

Name of Agency	Address/Department	Contact Details	
MAFF Minister's Secretariat New Business and Food Industry Department	1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo Food Manufacture Affairs Division	TEL	03-6744-2397

(Food service industry)

Name of Agency	Address/Department	Contact Details	
MAFF Minister's Secretariat New Business and Food Industry Department	1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo Food Service Industry and Food Cultures Division	TEL	03-6744-2053

(Forestry)

Name of Agency	Address/Department	Contact Details	
MAFF Forestry Agency	1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo Management Division, Forestry Labor and Management Measures Office	TEL	03-3502-1629

(Wood industry)

Name of Agency	Address/Department	Contact Details	
MAFF Forestry Agency	1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo Wood industry Division, Production and Processing Unit	TEL	03-6744-2290

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence
(List of Contacts for Countries with Signed Bilateral Memoranda of Cooperation for Specified Skilled Workers) 1/4

Country Name	Contacts		Address etc.					Available Languages
			Post Code	Address	TEL	FAX	Email Address	
Philippines	In Japan	Migrant Workers Office (MWO), Embassy of the Republic of the Philippines http://polotokyo.dole.gov.ph/	106-8537	5-15-5 Roppongi, Minato-ku, Tokyo	03-6441-0428	03-6441-3436	mwo_tokyo@dmw.gov.ph	English, Filipino, Japanese
					03-6441-0478			
	Overseas	Migrant Workers Office (MWO), Philippine Consulate General Osaka https://poloosaka.dole.gov.ph/	541-0047	7F Urban Center Midosuji 4-3-5 Awaji-machi, Chuo-ku Osaka City, Osaka	06-6575-7593	-	mwoosaka.ssw@gmail.com	English, Filipino, Japanese
					06-6575-7593			
Cambodia	In Japan	Royal Embassy of Cambodia in Japan	107-0052	8-6-9 Akasaka, Minato-ku, Tokyo	03-5412-8521	03-5412-8526	camemb.jpn@mfaic.gov.kh	Japanese, English, Khmer
					080-3459-7889		rithy_bbajp@yahoo.com	
	Overseas	The Ministry of Labour and Vocational Training of the Kingdom of Cambodia	-	Building #3, Russian Federation Blvd., Sangkat Teklaak I, Khan Toulkok Phnom Penh, Kingdom of Cambodia	+855-23880474	-	sopheakhoung@yahoo.com	English, Khmer
					+855-78449959			
Nepal	In Japan	Embassy of the Federal Democratic Republic of Nepal	153-0064	Fukukawa House B, 6-20-28 Shimomeguro, Meguro-Ku, Tokyo	03-3713-6241	03-3719-0737	eontokyo@mofa.gov.np	Japanese, English, Nepalese
					03-3713-6242			
	Overseas	Japan Unit, Department of Foreign Employment, MoLESS	44600	Buddhanagar, Kathmandu, Nepal	+977-9851180566	+977-1-4782606	japanunit@moless.gov.np	English, Nepalese
					+977-1-4782454			
Myanmar	In Japan	Embassy of the Republic of the Union of Myanmar in Japan	140-0001	4-8-26 Kitashinagawa, Shinagawa-ku, Tokyo	03-3441-9291	03-3447-7394	contact@myanmar-embassy-tokyo.net	Japanese, English, Burmese
	Overseas	Department of Labour, The Ministry of Labour, Immigration and Population of the Republic of the Union of Myanmar	15011	Building no 51, Naypyitaw, Myanmar	+95-67-430186	+95-67-430439	dolmigration@gmail.com	English, Burmese

[Ref: "Memorandum of Cooperation (Bilateral Agreement) regarding Specified Skilled Workers - Contact information for each country" at the website of Immigration Services Agency of Japan]
https://www.moj.go.jp/isa/policies/ssw/nyuukokukanri05_00021.html

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence
(List of Contacts for Countries with Signed Bilateral Memoranda of Cooperation for Specified Skilled Workers) 2/4

Country Name	Contacts		Address etc.					Available Languages
			Post Code	Address	TEL	FAX	Email Address	
Mongolia	In Japan	Under confirmation						
	Overseas	General Office for Labour and Social Welfare Services	17042	General Office for Labour and Social Welfare Services Building, Chinggis Avenue, 2nd khoroo, Khan-Uul district, Ulaanbaatar city, Mongolia	+976-77121285	+976-70136990	ssw@hudulmur-halamj.gov.mn	Japanese, English, Mongolian ※ According to the Embassy, when sending documents written in Japanese, attaching English-translated version is desirable.
Sri Lanka	In Japan	Embassy of the Democratic Socialist Republic of Sri Lanka in Japan	108-0074	2-1-54 Takanawa, Minato-ku, Tokyo	03-3440-6911	03-3440-6914	slemb.tokyo@mfa.gov.lk	Japanese, English, Sinhalese
					03-3440-6912			
	Overseas	Sri Lanka Bureau of Foreign Employment/DGM -Training, Recruitment and Marketing	10120	234, Dencilkibbekaduwa Maatha, Koswattah, Battharamulla, Sri Lanka	+94-112884-771	+94-112872-183 +94-716833-494	dgm_training@slbfe.lk	Japanese, English, Sinhalese, Tamil
							chmn@slbfe.lk	
						gm@slbfe.lk		
Indonesia	In Japan	Embassy of the Republic of Indonesia in Japan	141-0022	5-2-9 Higashigotanda, Shinagawa-ku, Tokyo	03-3441-4201	03-3447-1697	consular@kbrito.kyo.jp	Japanese, English, Indonesian
	Overseas	Directorate of Placement and Protection of Indonesian Migrant Workers, Ministry of Manpower of the Republic of Indonesia	12950	Jln Jend. Gatot Subroto Kav. 51 Jakarta Selatan	+62 813 5991 5990 +62 813 9950 0091	-	layanansiapkerja@gmail.com	English, Indonesian
		Directorate of Non-government Placement to Asia and Africa Regions, Indonesian Migrant Workers Protection Board	12770	Jln MT Haryono Kav. 52 Pancoran, Jakarta Selatan	+62 813 1441 4789		pnpasaf.bp2mi@gmail.com	
Vietnam	In Japan	Labor Section, Embassy of the Socialist Republic of Vietnam in Japan	151-0062	WACT Yoyogi Uehara Bldg.201 10-4 Motoyoyogi-cho, Shibuya-ku, Tokyo	03-3466-4324	03-3466-4314	vnlabor@vnembassy.jp	Vietnamese, Japanese
	Overseas	Department of Overseas Labour, Ministry of Labour, Invalids and Social Affairs	-	41B Ly Thai To, Hoan Kiem District, Hanoi	+84-24-3824-9517 (ext. 612)	+84-24-3824-122	nbcadna.dolab@gmail.com	

Contacts for Inquiries about “Specified Skilled Worker” Status of Residence
(List of Contacts for Countries with Signed Bilateral Memoranda of Cooperation for Specified Skilled Workers) 3/4

Country Name	Contacts		Address etc.					Available Languages
			Post Code	Address	TEL	FAX	Email Address	
Bangladesh	In Japan	Embassy of the People's Republic of Bangladesh in Japan	102-0094	3-29 Kioicho, Chiyoda-ku, Tokyo	03-3234-5801 (ext. 201)	03-3234-5802	fslabor@mofa.gov.bd	Japanese, English, Bengali
	Overseas	Ministry of Expatriates' Welfare and Overseas Employment	1000	Probashi Kallyan Bhaban, 71-72 Old Elephant Road, Eskaton Garden Road, Dhaka	+880-41030260 +880-41030235	+880-41030766	dstraining1@probashi.gov.bd jstraining@probashi.gov.bd	English, Bengali
Uzbekistan	In Japan	Embassy of the Republic of Uzbekistan	108-0074	2-1-52 Takanawa, Minato-ku, Tokyo	03-6277-2166	03-6277-2580	consul@uzbekistan.jp	Uzbek, Russian, Japanese
	Overseas	Ministry of Employment and Labour Relations of the Republic of Uzbekistan	100031	15, Mirobod street, Mirobod district, Tashkent, Republic of Uzbekistan	+99871)239 41 21 (ext. 236)	+99871)239425 1	info@mehnat.uz	Uzbek, Russian, English
		Agency of External Labour Migration under the Ministry of Employment and Labour Relations of the Republic of Uzbekistan	100179	1, Qamarniso street, Almazar district, Tashkent, Republic of Uzbekistan	+99871)20233 55 (ext. 23)	+99871)202441 1	info@migration.uz	Uzbek, Russian, English
Pakistan	In Japan	Embassy of the Islamic Republic of Pakistan in Japan	106-0047	4-6-17 Minami-Azabu, Minato-Ku, Tokyo	03-5421-7741	03-5421-3610	pareptokyo@mofa.gov.pk	Japanese, English
	Overseas	Bureau of Emigration and Overseas Employment	44000	“Emigration Tower” Plot No. 10, Mauve Area, G-8/1, Islamabad	+92-51-9107272	+92-51-9107270	dg@beoe.gov.pk	English, Urdu
Thailand	In Japan	Office of Labour Affairs, Royal Thai Embassy in Japan https://japan.mol.go.th/en/	141-0021	3-14-6 Kami-Osaki, Shinagawa-ku, Tokyo	03-5422-7014	03-5422-7016	thailabour@crest.ocn.ne.jp	Japanese, English, Thai
					03-5422-7015			
	Overseas	Overseas Employment Administration Office, Department of Employment, Ministry of Labour	10400	10th floor, Social Security Office Section 3 Building Ministry of Labour, Mittr-Mitri Rd., Dindaeng Bangkok	+66-2-245-6708	+66-2-245-6708	-	English, Thai

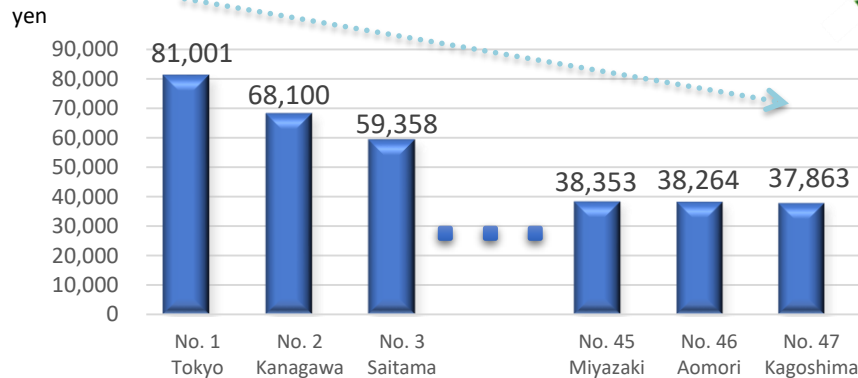
[Ref: "Memorandum of Cooperation (Bilateral Agreement) regarding Specified Skilled Workers - Contact information for each country" at the website of Immigration Services Agency of Japan]
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Contacts for Inquiries about “Specified Skilled Worker” Status of Residence
(List of Contacts for Countries with Signed Bilateral Memoranda of Cooperation for Specified Skilled Workers) 4/4

Country Name	Contacts		Address etc.					Available Languages
			Post Code	Address	TEL	FAX	Email Address	
India	In Japan	Embassy of India in Japan	102-0074	2-2-11 Kudan-Minami, Chiyoda-ku, Tokyo	03-3262-2391 to 03-3262-2397	03-3234-4866	iec.tokyo@mea.gov.in	Japanese, English, Hindi
	Overseas	National Skill Development corporation	110037	National Skill Development Corporation 301, West Wing, Worldmark-1, Aero City, New Delhi	011-47451600	+91-11-46560417	ssw-japan@nsdcindia.org	English, Hindi
Laos	In Japan	Embassy of Laos in Japan	106-0031	3-3-22 Nishi-Azabu, Minato-ku, Tokyo	03-5411-2291	03-5411-2293	Laoembassytokyo@gmail.com	Japanese, English, Lao
	Overseas	Overseas Employment Division, Department of Employment, Ministry of Labour and Social Welfare		Nonsaard village, Xaythany district, Vientiane capital, Ministry of Labour and Social Welfare	+856 20 28782656	+85621217738	po261187@gmail.com	English, Hindi, Lao
Kyrgyz	In Japan	Embassy of the Kyrgyz Republic in Japan	108-0073	1-5-7 Mita, Minato-Ku, Tokyo	03-6453-8277	-	kgembassy.jp@mfa.gov.kg	Kyrgyz, Russian, Japanese, English
	Overseas	The Center for Employment of Citizens Abroad under the Ministry of Labor, Social Security and Migration of the Kyrgyz Republic	-	Kyrgyz Republic 720010, Bishkek city Toktogul street, 237	+996 312 65 02 64	-	(For general inquiries) borbor@migrant.kg (For accepting organizations) japanemployment@migrant.kg	Kyrgyz, Russian, English

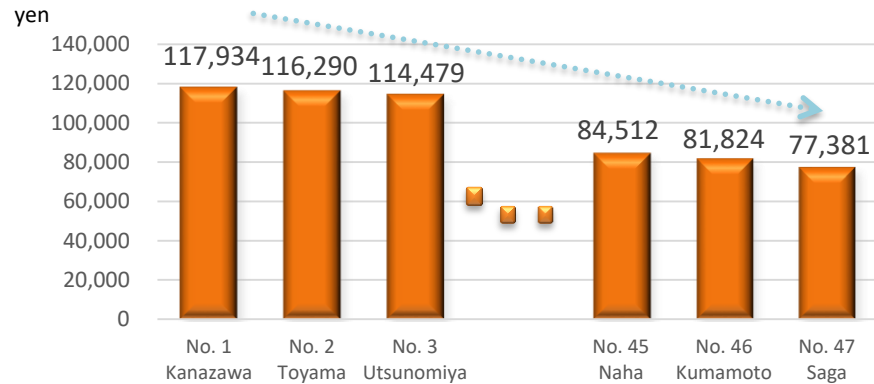
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https://www.moj.go.jp/isa/policies/ssw/nyuukokukanri05_00021.html

Rent per month



* Based on the data from "Housing and land survey (2018)" by Ministry of Internal Affairs and Communications Statistics Bureau

Monthly Living Expense

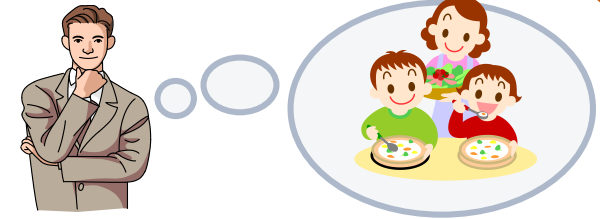


* Living expenses are the total of food, utilities, clothing and footwear, health care
 * Based on the data of Income and Expenditure (total household) for one month per household in each prefecture, from "Family Income and Expenditure Survey (2022)" by Ministry of Internal Affairs and Communications Statistics Bureau

Monthly Income (Cash in Hand)

- National comparison of rent
 Tokyo (No. 1): 81,001 yen ... (1)
 Kagoshima (No. 47): 37,863 yen
 Difference: 43,138 yen

- National comparison of living expenses
 Tokyo (No. 5): 112,587 yen ... (2)
 Saga (No. 47): 77,381 yen
 Difference: 35,206 yen



- **By subtracting the above figures (rent and living expenses), the monthly income (cash in hand) can be estimated to some extent**

Example 1 (Urban): 229,700 yen (Note 1) (Monthly Salary) - ((1) (Rent) + (2) (Living Expenses)) = 36,112 yen (Cash in Hand)

Example 2 (Regional): 184,400 yen (Note 1) (Monthly Salary) - (38,353 yen (Note 2) (Rent) + 96,924 yen (Note 3) (Living Expenses)) = 49,123 yen (Cash in Hand)

Note 1: Based on the data from "Basic Survey on Wage Structure 2021" by Ministry of Health, Labour and Welfare. Salary for a 20-24-year-old in Tokyo (No. 1) and Miyazaki (No. 47).

Note 2: Monthly rent in Miyazaki prefecture (No. 45) Note 3: Monthly living expenses in Miyazaki prefecture (No. 30).

- **There are also income merits to work in regional areas, because rent and living expenses are lower in regional areas than those in urban areas.**

Examples of Acceptance of Specified Skilled Workers in Nursing Care

About the accepting organization

- Location: Chuo Ward, Sapporo City, Hokkaido
 - Description of business: Nursing care
 - Acceptance of foreign workers: 4 Specified Skilled Workers
 - * Acceptance of foreign employees (as of March 2021): 14 people
- The Status of Residence of the 10 employees is Spouse or Child of Japanese National (Filipino nationals and others)



(Workplace of Specified Skilled Workers in Ota Ward, Tokyo)

Characteristics of the accepting organization

- ✓ The organization has decided to accept Specified Skilled Workers, believing that foreign nursing care workers are essential to its future human resource strategy. Its choice is to accept them from the Philippines, which is promoting the export of labor abroad as a national policy, to ensure a stable supply of workers for the future.
- ✓ The organization outsources the recruitment of workers, provision of life support to them in Japan, etc. to the Registered Support Organization, which also helps the organization with communication to the Philippine Overseas Labor Office (POLO), Embassy of the Republic of the Philippines, in Japan.
- ✓ The organization seeks to provide career support to Specified Skilled Workers, for example through helping them to obtain the national Certified Care Worker license, by taking advantage of the training facilities of the group, as part of the efforts to educate and train human resources.

Initiatives and efforts of the accepting organization

- ✓ The organization has decided that accepting foreign nursing care workers should be an indispensable part of its corporate human resource strategy. It was particularly struggling to secure workers in the Greater Tokyo Area, which made it decide to accept Specified Skilled Workers from abroad.
- ✓ The organization outsources the recruitment of workers, provision of life support to them in Japan, etc. to a Registered Support Organization.
- ✓ The organization uses a sending organization that is related to the Registered Support Organization and has many human resources who have experience working as Specified Skilled Workers in fields other than nursing care and selects those with good Japanese language skills and understanding of Japanese customs and cultures.
- ✓ The organization is striving to establish a system for accepting these workers and create a good work environment for them while receiving advice from Filipino employees who are already working as nursing care workers under the status of spouse or child of a Japanese national.
- ✓ The organization plans to provide corporate career support to Specified Skilled Workers, for example to help them to obtain the national Certified Care Worker license, through education in training facilities of the group and by other means.

About the procedures

- ✓ To accept Filipino workers, you are required by the local government and the Embassy/Consulate General of the Philippines to complete many different procedures beforehand.
- ✓ These workers need to be accepted through a sending organization authorized by the government of the Philippines.

Advice on acceptance

- ✓ The Registered Support Organization has helped us with communication to the Philippine Overseas Labor Office, Embassy of the Republic of the Philippines, in Japan.
- ✓ We have received advice on things like what we should keep in mind when creating necessary documents and having interviews.

Examples of Acceptance of Specified Skilled Workers in Nursing Care

About the accepting organization

- Location: Kuromatsunai Town, Suttsu County, Hokkaido
- Description of business: Operation of facilities for orphans, elderly people and disabled people, a certified nursery, etc.
- Acceptance of foreign workers: 8 Specified Skilled Workers (from Cambodia)
- * Acceptance of foreign nursing care workers (as of March 2021): 26 people

Characteristics of the accepting organization

- ✓ This corporation mainly gets employees to do the work involved in accepting Specified Skilled Workers without signing a contract with any Registered Support Organization in order to accumulate knowhow and experience on acceptance of Specified Skilled Workers. It is benefiting from the experience it has acquired from establishing an administrative organization for itself and accepting Technical Intern Trainees through it.
- ✓ The corporation sees considerable potential in the Specified Skilled Worker system and is planning to turn Technical Intern Trainees into Specified Skilled Workers if the worker wishes to. Another plan is to provide support to help these workers to obtain the national Certified Care Worker license.
- ✓ As indicated by the fact that acceptance of foreign workers is included in the First-half Masterplan for the Fourth Kuromatsunai Town Comprehensive Plan as an emphasis project, region-wide efforts are made in this area.

Initiatives and efforts of the accepting organization

- ✓ This corporation is in partnership with two sending organizations and an educational partner. All accepted workers are from the Cambodia Institute of Japanese Technology, which specializes in nursing care education.
- ✓ The corporation gets employees to do the work without signing a contract with a Registered Support Organization.
- ✓ The corporation has purchased empty housing in the neighborhood and renovated it into special accommodations for foreign employees. Neighbors have donated unused furniture and other things necessary for daily life.
- ✓ International students and Technical Intern Trainees support Specified Skilled Workers as “more experienced fellows.”
- ✓ Foreign workers are accepted by the whole region, as indicated by the fact that acceptance of foreign workers is included in the town’s comprehensive plan as an emphasis project.



(At an appointment ceremony)

The voice of people working under the residence status of Specified Skilled Worker

- ✓ I was impressed to see how my boss' grandmother was cared for at home when I was working as a Technical Intern Trainee (machinery maintenance) in Hiroshima Prefecture. This made me want to learn the Japanese style of nursing care and enter the Cambodia Institute of Japanese Technology.

Advice on acceptance

- ✓ Our procedures with Cambodia went far more smoothly than what we had experienced in the past. It only took us about a week to have visas issued.
- ✓ Once you have decided to accept Specified Skilled Workers, the important thing is to get things done with determination as a corporate-wide project. You can overcome any difficulties you may encounter.

Mino Industry Co., Ltd.

[Location] Chubu Region [Number of employees] 830 people [Field] Machine parts & tooling/
Industrial Machinery/Electric, electronics and information industries

Acceptance of foreign workers as of July 2022

- The company is now accepting 78 Thai workers and three Filipin workers with the residence status of Specified Skilled Worker (i).
- Besides them, 14 foreign nationals (from Thailand, China, Vietnam, etc.) are employed and 67 Technical Intern Trainees (from Thailand) are working in the company.

► Objective and reason for acceptance of Specified Skilled Workers

- The company is struggling to employ Japanese skilled workers although it needs a growing labor force to expand. It wishes to adopt Specified Skilled Workers to make up for the shortage.
- The company also expects these workers to work at its overseas bases after the Specified Skilled Worker contract ends.

► How to adopt Specified Skilled Workers

- The company has adopted former Technical Intern Trainees who successfully completed their Technical Intern Training (ii) at its facilities as Specified Skilled Workers. (Some have had their status of residence changed while others have come back to Japan after returning home.)
- In addition, the company seeks to help foreign workers to establish good relationships with other foreign workers by employing foreign nationals, such as 1) former international students who have experience studying in Japanese universities and 2) former Technical Intern Trainees who are married to Japanese nationals, as regular employees and getting them to work with Specified Skilled Workers.



Casting (Main work)



Processing inspection
(Auxiliary work)

► Efforts made to promote acceptance and retention of Specified Skilled Workers

- Specified Skilled Workers with advanced Japanese language skills translate work instructions into Thai, while work manuals are provided in Thai.
- Foreign workers, mainly Technical Intern Trainees and Specified Skilled Workers, are assigned to the same lines, so that they can pass on technological expertise to one another.
- When Technical Intern Trainees who are not yet used to Japan are in poor physical condition, Specified Skilled Workers will take care of them by being with them, for example.
- The company encourages foreign workers to proactively participate in events both inside and outside it in the same way as their Japanese counterparts, to ensure that they are given opportunities for personal exchanges, such as company sports events and trips, and local community festivals.



Work instructions in Thai



Participation in the field day (Minolympics) and
a community festival

► The voice of Specified Skilled Workers

- Worker A: Japanese people are all kind. We have many company events. I am living a fulfilling life, both professionally and personally.
- Worker B: I was very anxious until I arrived in Japan. However, more experienced colleagues and superiors have kindly taught me how to do the work. Now I am someone who can be depended on, which makes me happy.

Fuchu Tempearl Co., Ltd.

[Location] Chugoku Region [Number of employees] 166 people [Field] Machine parts & tooling/Industrial Machinery/Electric, electronics and information industries

Acceptance of foreign workers as of July 2022

- The company is now accepting five Vietnamese workers (an application for one pending) with the residence status of Specified Skilled Worker (i).
- Besides them, ten Technical Intern Trainees (from Vietnam and Myanmar) are working in the company.

► Objective and reason for acceptance of Specified Skilled Workers

- Believing that human resources are invaluable assets, irrespective of nationality or status of residence, the company has continued to accept Technical Intern Trainees with the hope that each one of them is able to grow.
- The company has suffered from a shortage of human resources for medium-skilled jobs, which are neither unskilled jobs nor jobs that require extremely advanced techniques or skills. This is the reason that it was thinking of readopting former Technical Intern Trainees who had done three years of Technical Intern Training at the company and thus had already established a good relationship with the company as Specified Skilled Workers (i).

► How to adopt Specified Skilled Workers

- The company has readopted former Technical Intern Trainees who successfully completed their Technical Intern Training (ii) at its facilities. (They have come back to Japan after returning home.) Of the workers who have completed their Technical Intern Training, particularly industry-ready individuals have had their status of residence changed to Specified Skilled Worker (i).
- Another characteristic is that the president of the company interviews all Technical Intern Trainee candidates on site. Once trainees are accepted, they will visit an orphanage in Vietnam, so that they can have the opportunity to realize the joy of contributing to society through working, as well as how they should be grateful to their parents who raised them.
- Before accepting Specified Skilled Workers (i), the company visits their parents or other people caring for them to confirm their willingness and form a consensus about their children working in Japan for a maximum of five additional years.
- The company does not use a Registered Support Organization. This is because it has already accumulated a considerable amount of knowhow concerning the acceptance of foreign workers after more than 20 years of accepting Technical Intern Trainees.

► Efforts made to promote acceptance and retention of Specified Skilled Workers

- The company encourages these foreign workers to proactively participate in activities both inside and outside it, such as community cleanups and festivals, as well as planning and organization of in-house events. In particular, a local festival that was on the verge of disappearing due to the aging population of the neighborhood has been rejuvenated through the participation of Technical Intern Trainees, who began to get involved in the festival at the request of the neighborhood association ten years ago.
- The company provides Japanese language classes for Technical Intern Trainees and Specified Skilled Workers to help them improve their Japanese language skills by preparing them for the Japanese-Language Proficiency Test, held every July and December, by dividing participants into N2 and N3 classes and holding classes two or three times a week during the two to three months preceding the test. (Some participants are from outside the company, for example Technical Intern Trainees working at other companies in the neighborhood.)
- The company expresses gratitude to individual foreign workers by accompanying their paycheck stubs with a message of appreciation from the president, written in both Japanese and their mother tongue, at the time of salary payment, as it does to Japanese employees.



Participation in a festival



In-house Japanese language class



Paycheck stub with a message

► The voice of Specified Skilled Workers

- I was struggling immediately after coming to Japan. Working has made me stronger, bringing me to realize that I am supporting my family. Now that I have become used to working here, my next goal is to become able to produce better products even faster.
- I want to learn the way of thinking, manners, service, and other aspects of Japanese people and take that knowledge back to Vietnam with me. I have grown since coming to Japan. I feel like I have become able to do more than what I once thought I could.

About the accepting company

- Company name: Concrete Pump Co., Ltd. (Gifu Prefecture)
- Licensed category: Scaffolding

Initiatives and efforts of the accepting company

- ✓ The company provides study sessions to prepare participants to obtain qualifications. As special educational programs, such as foreman and Safety and Health Officer training programs, are implemented in Japanese, the company explains what is written in the textbooks to foreign participants beforehand, so that they can steadily obtain qualifications through participating in these educational programs. The company has also learned different languages to talk to foreign workers about reference books in their mother tongues.
- ✓ Foreign workers proactively participate in events hosted by the neighborhood association of the area in which their dormitory is located and take turns taking care of neighborhood waste collection and cleanups. Through these activities, they have begun to communicate with local residents, who were feeling uneasy about foreign nationals living in their neighborhood at first, and have become accepted as community members now.
- ✓ Before COVID-19, the company organized a company trip each year and a dinner party each month. During the pandemic, the company seeks to establish relationships of trust between members, for example by providing individual foreign workers with support and advice when needed, and by giving them groceries.

How they are doing

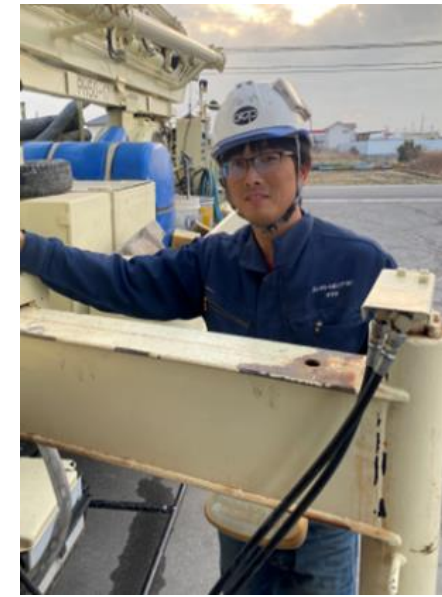
- ✓ A Specified Skilled Worker has passed Grade 1 of the National Trade Skill Test & Certification, has successfully completed foreman and Safety and Health Officer training, and has become registered as a chief engineer in the field, as well as became the first in Japan to be certified as a Specified Skilled Worker (ii).
- ✓ The Recognition of Excellent Foreign Construction Worker award (Ministry of Land, Infrastructure, Transport and Tourism) has been granted to a member of the company twice.
- ✓ A Specified Skilled Worker has received foreman training after qualifying as a second-grade Certified Skilled Professional and has been promoted to a chief worker to lead a team. The worker places importance on communication with team members before work in order to develop good understanding of the personalities and skills of individual members, so that work can be done safely and smoothly. This person cares about less experienced colleagues and not only provides on-site supervision, but also instructions for certification exams in cooperation with the company.

Example of a worker

- Chinese male
- Job category: Concrete pumping

The voice of the worker

- ✓ When I first arrived in Japan, I had a hard time due to the language barrier.
- ✓ I have passed a certification exam and have been granted the Silver Card of the Construction Career Up System. I am now trusted to do substantial job, which is very rewarding.
- ✓ I am very happy that I have become certified as a Specified Skilled Worker (ii). At present, I am preparing a residence for my family who are now living in China (certificates of eligibility have already been obtained). I make a video call to them every day, and look forward to living with them as soon as possible.



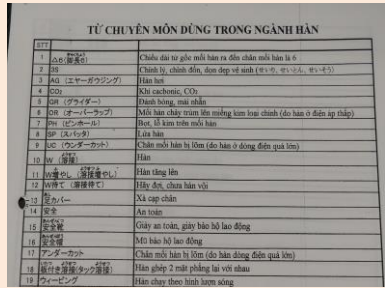
Examples of Advanced Initiatives by Accepting Companies

About the
accepting
company

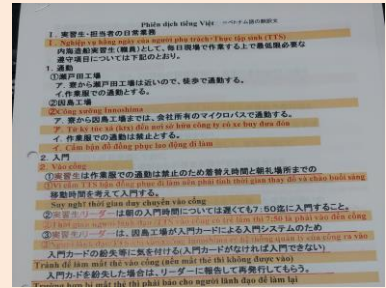
- Company name: Shipbuilding Company A
- Location: Hiroshima Prefecture
- Number of employees: Over 200 people
- Nationality: Vietnamese

Translation into the mother tongue 1) Improved technical speed and work efficiency

- ✓ Creation of a glossary of technical terms
 - A glossary of technical terms that are frequently used at work has been created.
 - The glossary is written not only in Japanese but also in Vietnamese to help understanding
 - According to some on-site workers, this glossary helps them to understand instructions, etc. given by Japanese team leaders more smoothly.
- ✓ Creation and distribution of a work manual translated into their mother tongue
 - The work manual has been translated into their mother tongue to increase the speed with which foreign workers develop skills.
 - The manual written in both Japanese and Vietnamese is distributed to all foreign workers during the training they receive after joining the company.
 - In addition to hiragana and katakana characters, illustrations are used in the Japanese text to make the manual easier to understand for foreign workers.



Glossary of technical terms



Work manual

About the
accepting
company

- Company name: Shipbuilding Company B
- Location: Okayama Prefecture
- Number of employees: Over 100 people
- Nationality: the Philippines

Translation into the mother tongue 2) Promotion of safety awareness and monitoring of health status of workers

- ✓ Bulletin board that can be understood at a glance
 - The bulletin board inside the factory is written in both Japanese and Vietnamese.
 - The bulletin board shows information so that it is understandable to anyone at a glance by using photos of good and bad examples.
- ✓ Monitoring of the health status of foreign workers
 - The company has adopted medical questionnaire forms prepared in their mother tongue to make it easier for foreign workers to answer.
 - These questionnaire forms allow the company to identify specific medical conditions even when no interpreters are available.
 - Some have said that the questionnaire forms also help doctors provide medical care more smoothly.
 - This medical questionnaire is provided in 21 different languages for 12 different departments. Anyone can download them free of charge.

Reference: MULTILINGUAL MEDICAL QUESTIONNAIRE
<https://kifjp.org/medical/>



Bulletin board inside the factory



Medical questionnaire

Accepting Company A

[Outline of the management body of the accepting company]

Location: Saitama Prefecture Number of workers: 21 people

[Information about the Specified Skilled Worker]

Time of acceptance: September 2019

Number of workers: 1 person Nationality: the Philippines

[Examples of initiatives by the accepting organization]

- The company provides company-rented housing (2DK) at low rent.
- It encourages participation in volunteer activities (Mt. Fuji cleanups) as social action work.

[Main duty of the Specified Skilled Worker]

- Periodic inspection and maintenance (Example: Checking the amount of transmission oil)



(Periodic inspection and maintenance)



(Participation in volunteer work)

[Good practice]

- The worker provides six Technical Intern Trainees in the category of automobile repair & maintenance who work at the same site and at an associated factory in the neighborhood with advice and guidance about both work and private life. The workplace atmosphere is very good as well.

Accepting Company B

[Outline of the management body of the accepting company]

Location: Hiroshima Prefecture Number of workers: 22 people

[Information about the Specified Skilled Worker]

Time of acceptance: October 2019

Number of workers: 1 person Nationality: the Philippines

[Examples of initiatives by the accepting organization]

- The company sets personalized targets for each worker and provides evaluation and feedback through a superior at regular intervals. The results are reflected in salaries to increase motivation.
- Study sessions are provided to the Specified Skilled Worker, who aims to obtain a National Automotive Mechanic License issued by the government of Japan.
- The company provides Wi-Fi access to make it easier for the worker to keep in touch with his family in his home country.

[Main duties of the Specified Skilled Worker]

- Periodic inspection and maintenance (Example: Checking damage and installation status of the piping of an exhaust emission control system)
- Maintenance disassembly (Example: Replacement of brake calipers)



(Periodic inspection and maintenance)



(Maintenance disassembly)

Examples of Advanced Initiatives by a Company Accepting Specified Skilled Workers in Aviation (Airport Ground Handling)

About the accepting company

- Head office location: Tokyo
- Countries of origin of the Specified Skilled Workers: Mongolia and the Philippines
- Start of acceptance: 2020

Initiatives and efforts of the accepting company

○ Follow-up support concerning work, life, etc.

- ✓ The support measures of the company include having other foreign employees provide these workers with work training, daily life guidance, etc. in their mother tongues.
- ✓ The company gives these workers the opportunity to talk about their work and private lives through personal interviews at regular intervals to help them resolve problems and see improvement.

○ Life support

- ✓ The company provides endorsement and other corporate support services for renting housing.
- ✓ Basic daily necessities (bedding, refrigerator, rice cooker, cooking tools, etc.) are provided by the company.
- ✓ Bicycles are provided at the dormitory as a means of mobility for shopping and other activities.

○ Japanese language training

- ✓ The company provides in-house Japanese language classes to help these workers improve their Japanese skills.
- ✓ The company also provides other forms of support to help them live more fulfilling lives in Japan, for example establishing an internal Japanese language examination system to allow them to monitor their own progress.



**At work
(Cabin cleaning)**



Japanese language class



Accepting ceremony

The voice of the accepting company

- ✓ In the past, we had to rely on international students hired as part-time workers because there were no appropriate Status of Residence categories for this field. Now, however, we can employ Specified Skilled Workers and assign jobs with responsibilities to them as employees, resulting in improved work quality.

The voice of trainees

- ✓ I have always been interested in the aviation industry. I am glad I was able to join this company.
- ✓ This company provides employees with a wide array of support both before and after employment begins, for which I am extremely grateful.
- ✓ I passed the Specified Skilled Worker Evaluation Test (Aviation) and was employed after an employment examination. Before that, I had been working part-time. I am glad I have become able to work as an employee.
- ✓ Working here is fun and I have no problems. Whenever I am not sure about something, I ask somebody and resolve the problem.
- ✓ The company pays me well. I am satisfied.

About the accepting company

- Location: Nagano Prefecture
- Countries of origin of the Specified Skilled Workers: Myanmar, Nepal, etc.
- Start of acceptance: Around 2015

Initiatives and efforts of the accepting company

- Creating career plans and assigning duties according to the visions and goals of individual workers
 - ✓ Duties of workers are customized depending on their vision for their future careers after returning to their home countries and career prospects in Japan. For example, if the worker is thinking of returning home in five years, the company will assign duties suited that person envisions their career being in their home country to the extent possible. If the worker wishes to accumulate long-term experience working in the accommodation industry in Japan, the company will create a career plan that is based on job rotation while at the same time allowing the person to develop expertise and accordingly assign duties.
- A full range of life support
 - ✓ Accommodations in a company dormitory are available.
 - ✓ A special bus service for employees is available to support them with shopping for daily supplies.
- Graded Japanese language education
 - ✓ Workers can attend a Japanese language class once a week inside the company. Special classes are also provided before the Japanese-Language Proficiency Test.
 - ✓ Japanese staff members proactively speak to them, so that they can improve their Japanese skills through daily conversation.



The voices of foreign workers

- ✓ I am mainly engaged in restaurant service work. As there is opportunity for promotion, I feel this job is worth the hard work.
- ✓ There are many opportunities to directly talk to customers, and be evaluated in surveys by name, which motivates me.
- ✓ Ikenotaira Hotel & Resorts staff members support me when I face difficulties in daily life. Thanks to them, I am satisfied with my life here.
- ✓ It is necessary to create an enjoyable workplace that is easy for all staff members to work in, while at the same time providing services that satisfy customers. I love this challenging and worthwhile job.
- ✓ I want to spread the Japanese style of customer service in my home country.
- ✓ Although it is difficult to work while trying to imagine what customers might be thinking, I think this job is worth the effort and a lot of fun.
- ✓ I want to learn by doing; asking more experienced colleagues around me whenever I have a question or by figuring it out myself, rather than just memorizing the textbook.

Effects of the initiatives and future prospects

- Proactive utilization of the Specified Skilled Worker system for career progression and development of a system leading to enhanced learning motivation of foreign workers
 - ✓ The Specified Skilled Worker system has broadened the types of work foreign workers are permitted to do in Japan. We see this as an opportunity to develop foreign human resources as with Japanese human resources. We plan to place even greater emphasis in the future on developing foreign workers as invaluable human resources who can contribute to our company through many different types of work, while at the same time clarifying the skills that they can develop through working in the accommodation industry and establishing a system leading to enhanced motivation for learning and career progression.
 - ✓ Foreign workers may have significantly different values concerning work. Although this can sometimes cause differences of opinion, we place importance on communication and seek to deepen each other's understanding by having a personal meeting whenever the need arises. Japanese employees are also inspired by international employees of the same generation, respect one another, and build relationships of understanding. Our future goal is to extend this internationally by taking advantage of these personal connections, for example by working in partnership with businesses launched by former staff members in their home countries.

Agriculture

Specified Skilled Workers

- [Outline of the accepting organization] (As of March 2022)
- Location: Yokoshibahikari Town, Sanbu County, Chiba Prefecture
 - Employees: 15 Japanese and 10 foreign (Indonesian and Thai) employees
- A total of 25 employees
- Main products: Rice and Japanese leek

- ★ Certified under JGAP(*)
- ★ Provision of an environment that makes employees want to keep working

(*) A set of necessary and sufficient standards for the sustainable management of standard farms in Japan in relation to practices for food safety, labor safety, environmental conservation, human rights protection, welfare, etc.

[Status of initiatives]

- Incorporated to provide a work environment as good as those of regular companies.
- The corporation pays the expenses incurred by employees to acquire machinery licenses and also supports them by proactively providing instructions on how to operate machines.
- The corporation has a system in place that gives equal promotion opportunities to Japanese and foreign employees.
- Cautionary statements are also written in their mother tongues. When detailed nuances need to be communicated, explanations are also given through interpreters using a video-conference system.

[Other]

- Five-day week in principle
- The corporation plans to foreign employees to use in their daily lives.



Agricultural work

Fishery & aquaculture

Technical Intern Trainees

- [Outline of the accepting organization] (As of March 2021)
- Type of fishery: Squid fishing
 - Location: Ishikawa Prefecture
 - Number of trainees: 135 people (from Indonesia)

[Initiatives by the accepting organization]

- **Creation of a calendar**
 - The organization created a calendar featuring paintings of Indonesian landscapes and has implemented a messaging activity in which individual trainees sent the calendar to their families in Indonesia to let them know they are doing well.
 - **Creation of a DVD**
 - A band was formed by Indonesian fishery trainees (named Cumi Boys*) and a DVD of Indonesian songs entitled “Indonesia Ganbare” was created. The DVD was presented to the Embassy of the Republic of Indonesia in Japan.
- * “Cumi” is the Indonesian word for “squid.”

○ **Speech contest**

- A stationary fishing trainee was selected as one of the eight contestants for a Japanese speech contest for foreign residents in Ishikawa Prefecture. The trainee gave a speech entitled “Sozo to Genjitsu (Imagination and Reality)” and spoke about the joy felt when selected for the internship program, and the huge difference between what he had imagined about Japan and the reality experienced after life in Suzu City, Ishikawa Prefecture actually began.



An Indonesian landscape painted on the calendar



Speech contest

Manufacture of food and beverages

[Outline of the accepting Specified Skilled Workers]
(As of March 2022)

- Location: Mie Prefecture
- Description of business: Manufacture and sales of itohiki-natto
- Number of employees: About 100 people

[Acceptance of foreign workers]

Number of accepted workers: 4 persons (from Vietnam)

[Initiatives by the accepting organization]

- The company began to accept Technical Intern Trainees about 14 years ago and has decided to adopt Specified Skilled Workers as well to make up for the shortage of human resources.
- The company holds workshops in which foreign employees teach Japanese employees their mother tongue to facilitate communication between them. By learning the language, Japanese employees develop better understanding of the situation and culture of Vietnam, which helps employees of both nationalities to communicate with each other more smoothly.
- The company plans to resume volunteer cleanups and barbecues and other company events, which were suspended due to COVID-19, when the circumstances allow, to deepen mutual understanding.
- The company continues to provide these workers with the support they need to acquire not only internal certificates but also public certificates outside the company and grow into human resources who can do responsible work independently.



← Specified Skilled Workers at work ↑

Food service industry

[Outline of the accepting Specified Skilled Workers]
(As of February 2020)

Location: Osaka Prefecture

Number of outlets: 7 shops Number of employees: About 80 people

Type of business: Gyoza, ramen, and Chinese restaurants

[Acceptance of foreign workers]

Worker D (a 26-year-old male from Vietnam who came to Japan in 2017 and has passed the N4 Japanese-Language Proficiency Test)

Start of acceptance: August 2019

[Initiatives by the accepting organization]

- The company employs foreign nationals with various Statuses of Residence and offers several different career plans for them.
- Foreign workers are assigned to suburban shops, rather than downtown locations where staff can be overloaded with work, so that they can learn the Japanese language and customs while working as central members of the staff to stay motivated. Another aim of assigning foreign workers to shops in less-crowded areas is to overcome the shortage of labor in those areas.
- The company seeks to create an environment that is easy for foreign nationals to work in, for example by enabling them to receive advice from managers from the same country as themselves.



Outside of the shop where Worker D works



Worker D in the kitchen

Example of Acceptance of Specified Skilled Workers and Other Foreign Human Resources in Building Cleaning Management

Ministry of Health,
Labour and Welfare

About the accepting company

Category of business: Building maintenance Location: Tokyo and Kanagawa

Numbers of workers by status of residence: 53 Technical Intern Trainees and 5 Specified Skilled Workers (all from Vietnam)

Start of acceptance: August 2016 for Technical Intern Trainees and October 2019 for Specified Skilled Workers

Initiatives and efforts of the accepting company

○ Education that can be provided in intern training organized by a single company

Building cleaning programs are incorporated into the training before and after arrival in Japan to provide deeper education and make the start of the intern training as smooth as possible.

○ Enhancement of the evaluation system and benefits package

- Wage revision rules have been established for Technical Intern Trainees and Specified Skilled Workers. For example, the base pay shall be raised if the worker passes a Japanese-Language Proficiency Test, Building Cleaning Management Skills Evaluation Test, or an internal evaluation test.
- The company enhances motivation among foreign workers by helping them set goals for after the training and clarifying the amounts of pay raises.
- Group-wide exchange events are held, such as bowling tournaments and mountain climbing events, to enhance teamwork between Japanese and foreign members of group companies.

○ Daily life support

- The company provides company housing and helps foreign workers to ease their anxiety about life in Japan through living with more experienced colleagues.
- The company also provides them with mobile phones and Wi-Fi access free of charge, so that they can keep in touch with their families in their home country.
- Vietnamese interpreters are employed to eliminate anxiety of Vietnamese workers by offering them consultation in Vietnamese, accompanying them to the hospital, and so on.



<Mountain climbing>

Example of a Specified Skilled Worker

A 27-year-old Vietnamese female.
Passed the N3 Japanese-Language Proficiency Test.

Employed as a Specified Skilled Worker after completing her Technical Intern Training (ii).

The voice of the Specified Skilled Worker

- I was very anxious before arriving in Japan but I got used to life in Japan quickly thanks to the company's support.
- The company has given me the opportunity to understand Japanese building cleaning techniques, as well as the language and culture of the country. I am glad to be able to work for this company.
- In the future, I would like to return to Vietnam and do some work related to the Japanese language or help people interested in going to Japan.



The voice of the accepting company

- We make use of the Specified Skilled Worker system to allow Technical Intern Trainees who have successfully completed their Technical Intern Training (ii) to progress forward. As Specified Skilled Workers are expected to work for our company for a maximum of eight years, including the period of their Technical Intern Training, we hope that they can demonstrate their abilities in different ways, for example, by giving Technical Intern Trainees guidance.

- Our business partners also appreciate the work of Specified Skilled Workers, saying, "They are working hard with a greater sense of responsibility than when they were Technical Intern Trainees."
- Specified Skilled Workers who have become regular employees after working as intern trainees now find greater fulfillment in their work, as they are now trusted to do more advanced work than they did as intern trainees.

