

# 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>

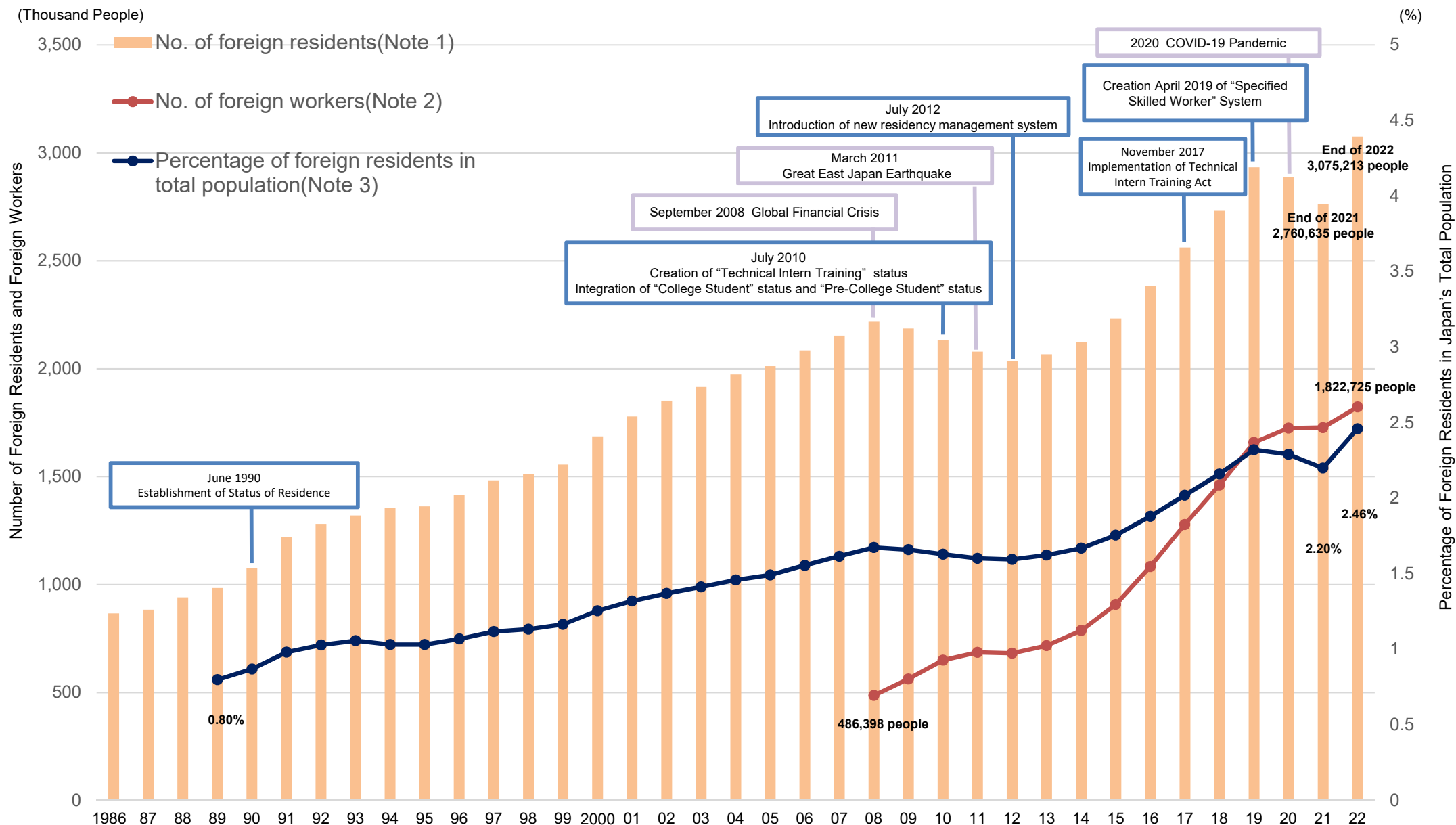


Revised in January, 2024

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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, 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 (Cabinet Decision on Apr. 26, 2022).

## 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 (\*)

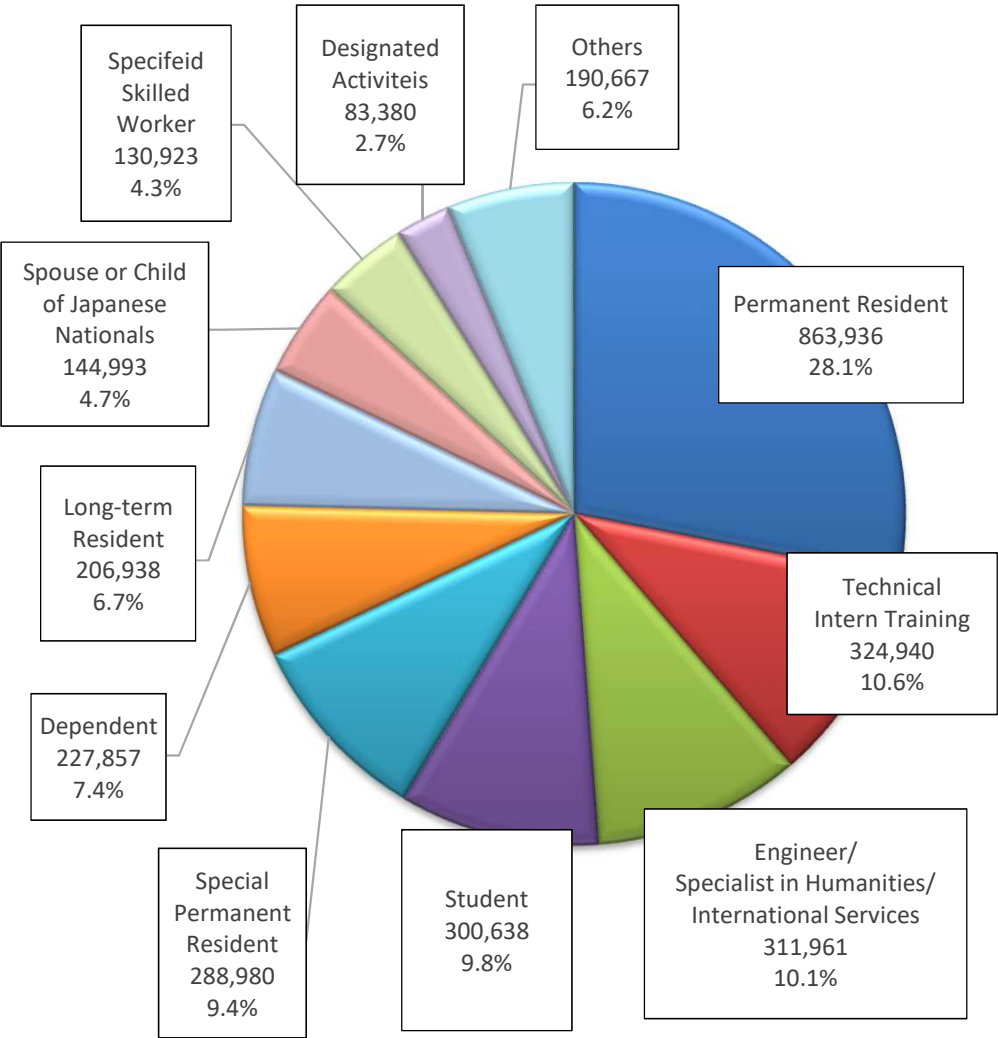
| Status of Residence | Examples   |
|---------------------|--|
| Cultural Activities | Researcher of Japanese culture                                       |
| Temporary Visitor   | Tourist or conference participant                                    |
| Student             | Student or pupil of a university, 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.

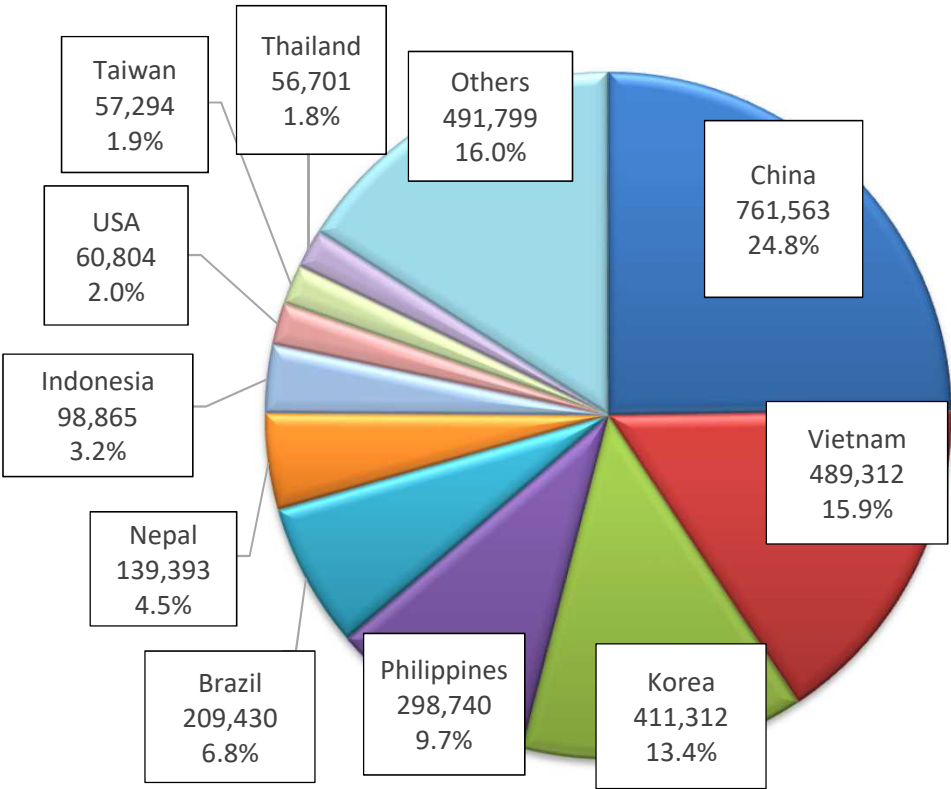
Breakdown of Number of Foreign Residents by Status of Residence and Nationality (As of the end of December 2022)

Total Number of Foreign Residents: 3,075,213 people

Status of Residence



Nationality/Region



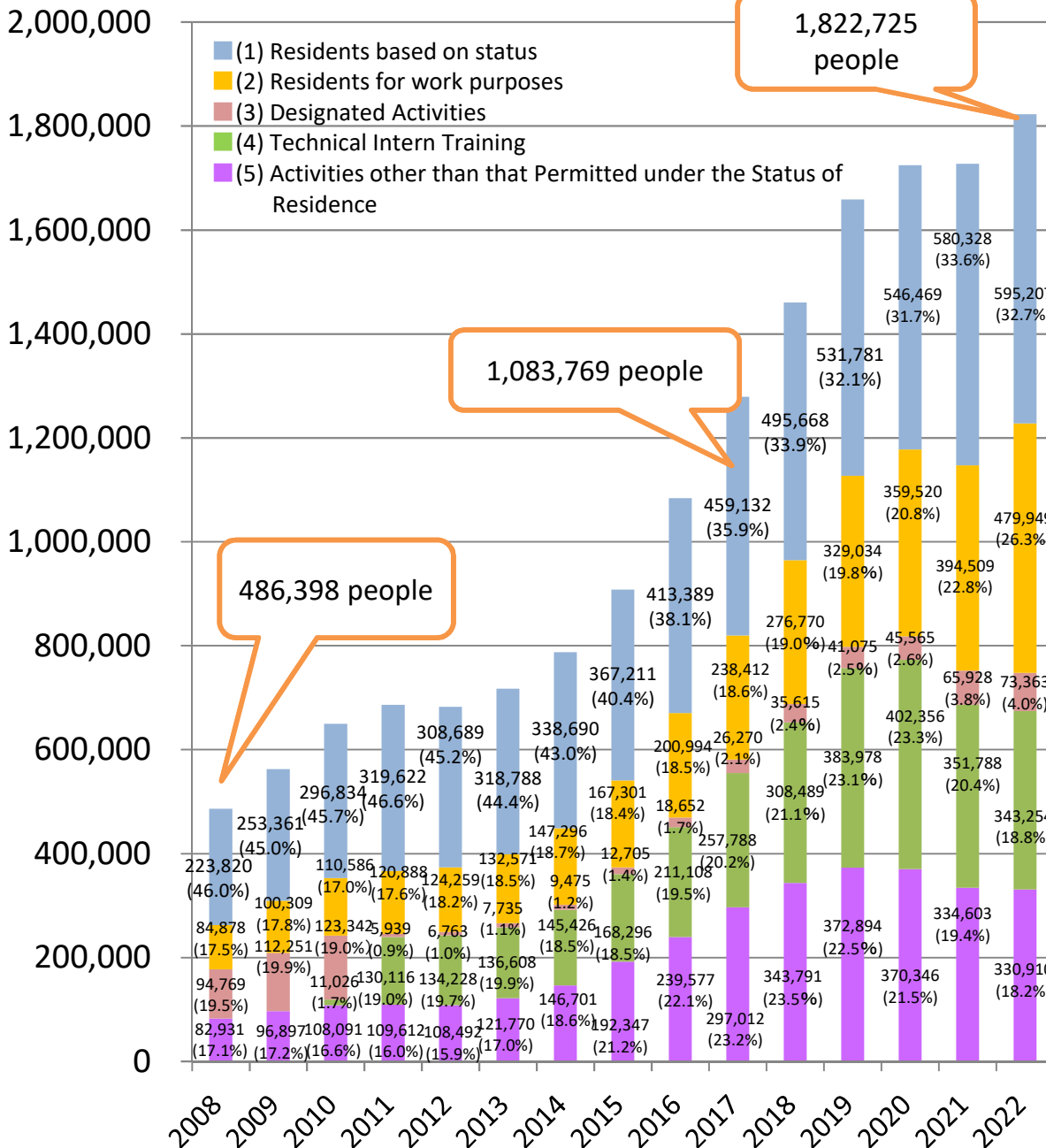
# Breakdown of Number of Foreign Workers



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People



**(1) Residents based on status - about 595,000 people (32.7%)**  
 (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 480,000 people (26.3%)**  
 (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 73,000 people (4.0%)**  
 (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 343,000 people (18.8%)**  
 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 331,000 people (18.2%)**  
 • 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.).

Based on the Summary of “Foreign Employment Status” released by the MHLW (as of end Oct. each year)

### 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 9<sup>th</sup> 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))

#### Other Foreign Nationals



#### Requiring of Various Consideration

- 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 9<sup>th</sup> 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))



# System Outline (1) Status of Residence



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- 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 : 201,307 people (as of the end of November 2023; 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 : 29 people (as of the end of November 2023; preliminary figure)
- Specified Industry Fields (12 Fields) : “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”  
(Specified skilled workers (ii) can be accepted in 11 fields other than Nursing Care.)

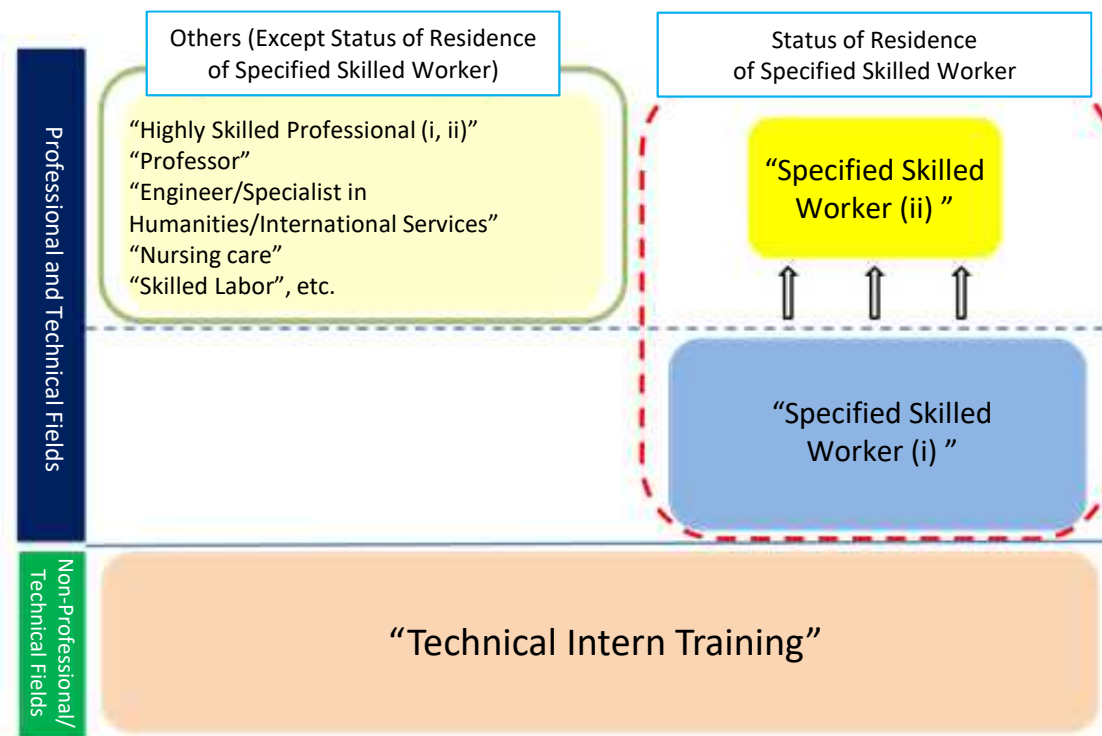
## Major Points for Specified Skilled Worker (i)

- 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, etc.)
- Japanese language level: Proficiency in Japanese language required in daily life and at the workplace needs to be confirmed by exams, etc. (those who have completed Technical Intern Training (ii) are exempted from exams, etc. )
- 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
- Skill Standards: Confirmed by exams, etc.
- Japanese language level: No need for confirmation by exams, etc.
- 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 (12 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  | 50,900 people                                   | Nursing Care skills evaluation test  | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test<br><br>(In addition to the above Nursing care Japanese language evaluation test) | - In addition to Nursing care (assistance with bathing, feeding and excretion responding to the physical and mental condition of the user), other related support services (assistance with recreation and functional training, etc.)<br><br>Note: Visiting services are not included<br><br><div>(1 test category)</div> |
|   | Building cleaning Management  | 20,000 people                                   | Building cleaning Management skills evaluation test  | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test  | - Interior building cleaning<br><br><div>(1 test category)</div>  |
| Ministry of Economy, Trade and Industry | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries | 49,750 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  | <ul style="list-style-type: none"> <li>• Machining and metal processing</li> <li>• Electric and electronic equipment assembly</li> <li>• Metal surface treatment</li> </ul> <div>(3 test categories)</div>  |

## Policies by Field (12 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                      | 34,000 people                                   | Construction field Specified Skilled Worker (i) test, etc.                             | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• Civil engineering</li> <li>• Building</li> <li>• Infrastructure facilities &amp; equipment</li> </ul> <p style="text-align: right;">〔3 test categories〕</p>   |
|   | Shipbuilding and ship machinery Industries | 11,000 people                                   | Shipbuilding and ship machinery industry Specified Skilled Worker (i) test, etc.       | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• Welding</li> <li>• Plastering</li> <li>• Iron work</li> <li>• Finishing</li> <li>• Machining</li> <li>• Electrical equipment assembling</li> </ul> <p style="text-align: right;">〔6 test categories〕</p>  |
|   | Automobile repair and maintenance          | 6,500 people                                    | Automobile repair and maintenance Specified field skills evaluation test, etc.         | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• Automobile daily maintenance, Regular maintenance, Certified maintenance, The work in incidentally in certified maintenance</li> </ul> <p style="text-align: right;">〔1 test category〕</p>  |
|   | Aviation industry                          | 1,300 people                                    | Skills evaluation test (Aviation field: Airport ground handling, aircraft maintenance) | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• Airport ground handling (ground driving support services, baggage and freight handling services)</li> <li>• Aircraft maintenance (maintenance of aircraft and equipment, etc.)</li> </ul> <p style="text-align: right;">〔2 test categories〕</p> |
|   | Accommodation industry                     | 11,200 people                                   | Accommodation Industry Proficiency test  | Japan Foundation Test for Basic Japanese or Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• Providing accommodation services, such as working at the front desk, planning/public relations, hospitality, restaurant services</li> </ul> <p style="text-align: right;">〔1 test category〕</p>   |

## Policies by Field (12 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 | Agriculture                       | 36,500 People                                   | Agricultural skill assessment test (Agriculture field)  | Japan Foundation Test for Basic Japanese<br>or<br>Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• General crop farming (cultivation management, collection/shipping/sorting of agricultural products, etc.)</li> <li>• General livestock farming (breed management, collection/shipping/sorting of livestock products, etc.)</li> </ul> <p style="text-align: right;">〔2 test categories〕</p>   |
|   | Fishery & aquaculture             | 6,300 people                                    | Fishing industry skills proficiency test (Fishing or Aquaculture field)                           | Japan Foundation Test for Basic Japanese<br>or<br>Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• 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.)</li> <li>• 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.)</li> </ul> <p style="text-align: right;">〔2 test categories〕</p> |
|   | Manufacture of food and beverages | 87,200 people                                   | Manufacture of Food and Beverage Skills Proficiency test (Manufacture of food and beverage field) | Japan Foundation Test for Basic Japanese<br>or<br>Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• General food and beverage manufacturing (manufacturing/processing and health and safety of food and beverages (excluding liquor))</li> </ul> <p style="text-align: right;">〔1 test category〕</p>  |
|   | Food service Industry             | 30,500 people                                   | Food service Industry Skills Proficiency test (Food service Industry field)                       | Japan Foundation Test for Basic Japanese<br>or<br>Japanese Language Proficiency Test | <ul style="list-style-type: none"> <li>• General restaurant industry (food and beverage processing, customer service, store management)</li> </ul> <p style="text-align: right;">〔1 test category〕</p>   |

# Comparison of Technical Intern Training Program and Specified Skilled Worker System



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|   | Technical intern training<br>(supervising-organization type)  | Specified skilled worker (i)   |
|---|---|--|
| <b>Applicable laws and regulations</b>  | 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  |
| <b>Status of residence</b>  | Status of residence of “Technical Intern Training”  | Status of residence of “Specified Skilled Worker”  |
| <b>Period of stay</b>   | 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   |
| <b>Skills level of the foreign national</b>                                   | N/A   | Requires considerable knowledge or experience  |
| <b>Examination at time of entry into Japan</b>                                | N/A<br>(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<br>(Employees who successfully complete technical intern training (ii) are exempt from having to take the examinations, etc.)                    |
| <b>Sending organization</b>   | An organization that has received a recommendation or approval from a sending country government  | N/A  |
| <b>Supervising organization</b>   | Yes<br>(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  |
| <b>Support organization</b>   | N/A   | Yes<br>(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) |
| <b>Matching foreign nationals with the accepting organization</b>             | Implemented through the supervising organization and the sending organization   | The accepting organization can conduct recruitment activities directly overseas or through a mediating organization, etc.  |
| <b>Limit on the number of foreign nationals in the accepting organization</b> | 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)   |
| <b>Activity content</b>   | Activities of attending lectures based on the technical intern training plan and of engaging in work pertaining to skills (i)<br>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)  |
| <b>Transfer and change of job</b>   | 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 business category or among business 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, ① 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.

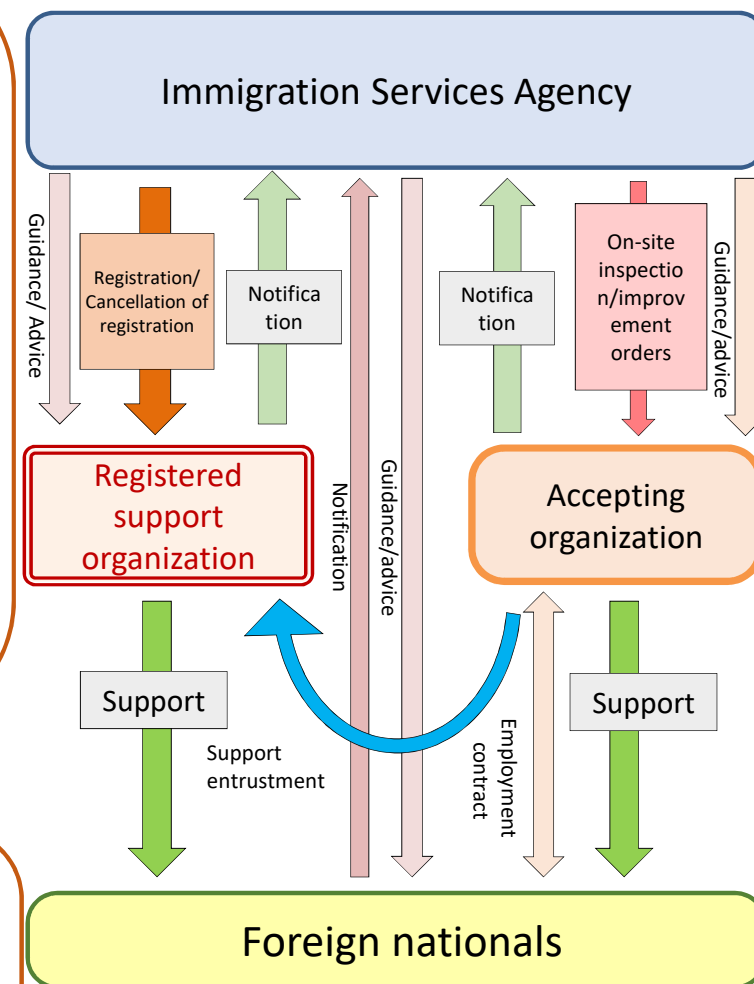
### About the registered support organizations

#### 1. Criteria for registration

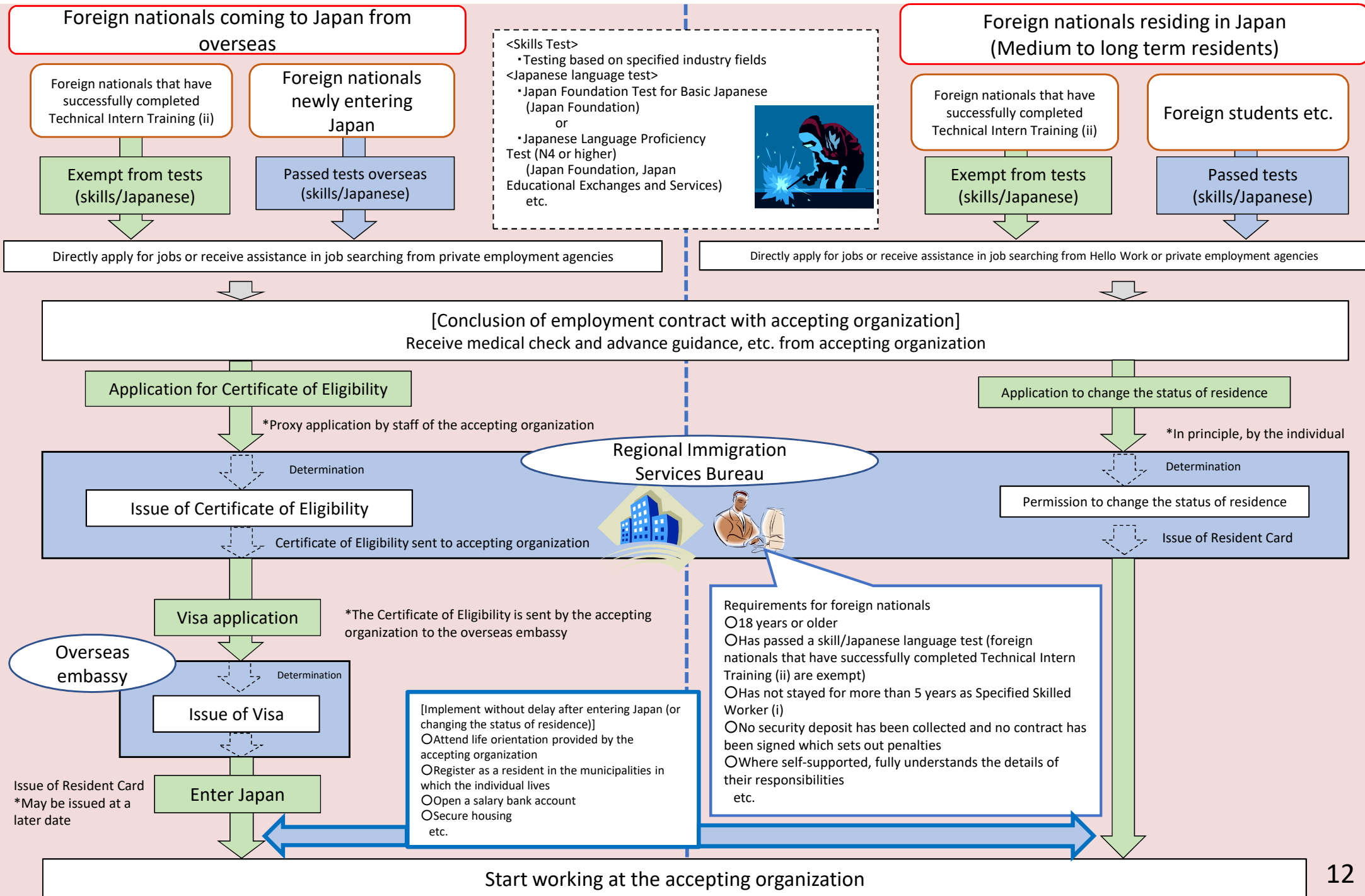
- ① The organization itself is appropriate (e.g., no violation of the immigration or labor-related laws within the past 5 years)
- ② There is a system in place to support foreign nationals (e.g., able to offer support in a language understood by foreign nationals)

#### 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.



# System Outline (3) Flow Prior to Start of Work





### 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 14) 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 15), 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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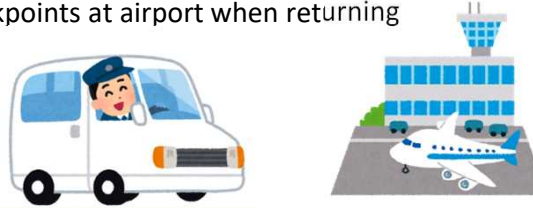
## (1) Provide Advance Guidance

- 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

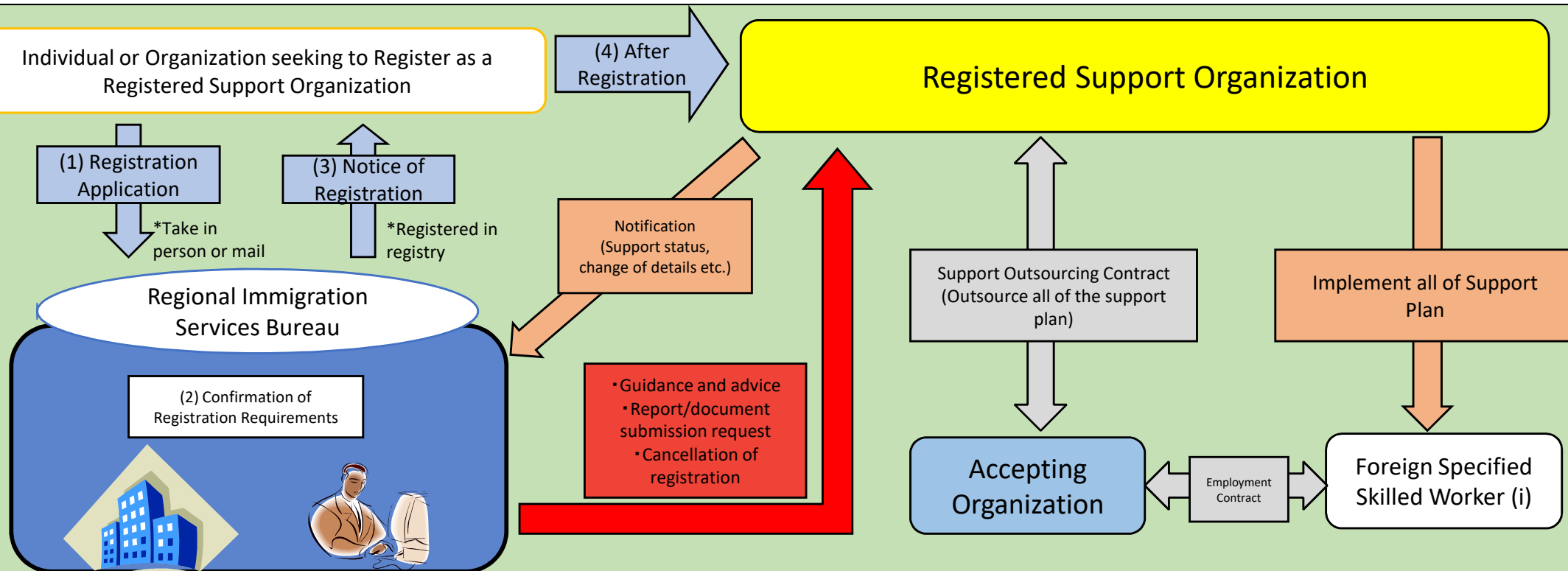


# What are Registered Support Organizations?



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## 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

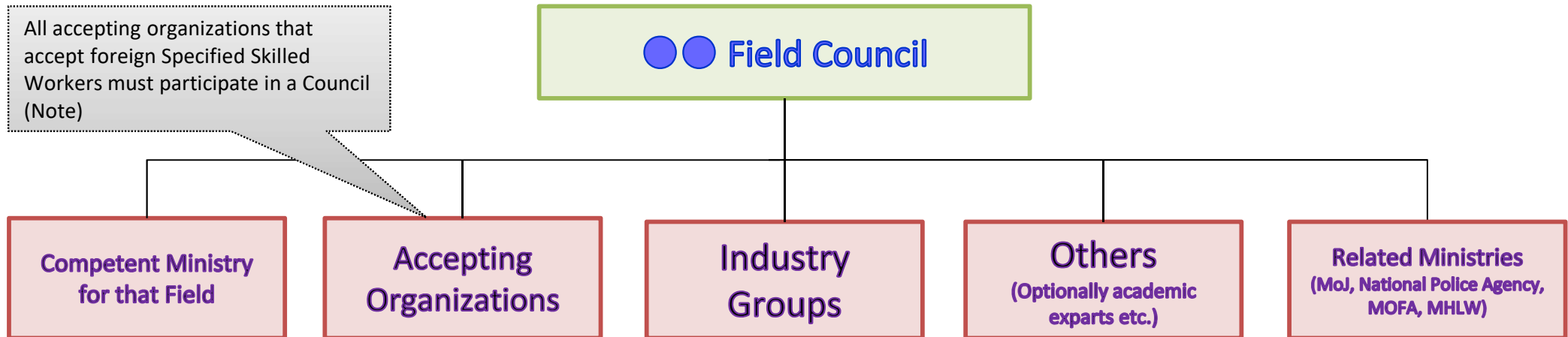
(3) 3Q: July 1 to September 30

(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.

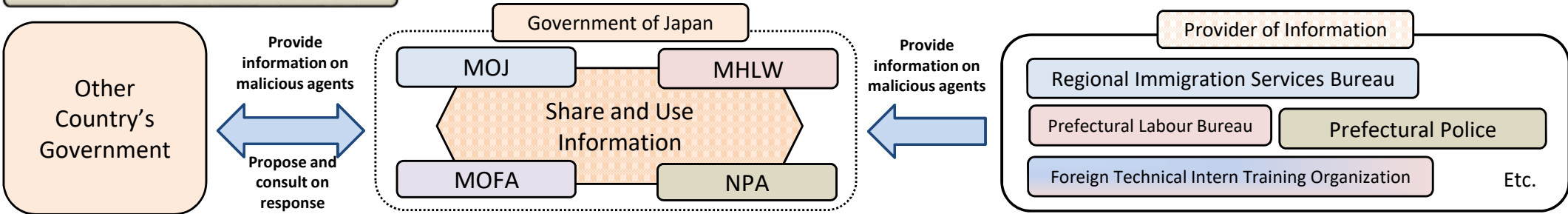
**Comprehensive Measures (FY2023 revised) (Ministerial Conference Decision, June 9, 2023)**

- 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)



## 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". )

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". )

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

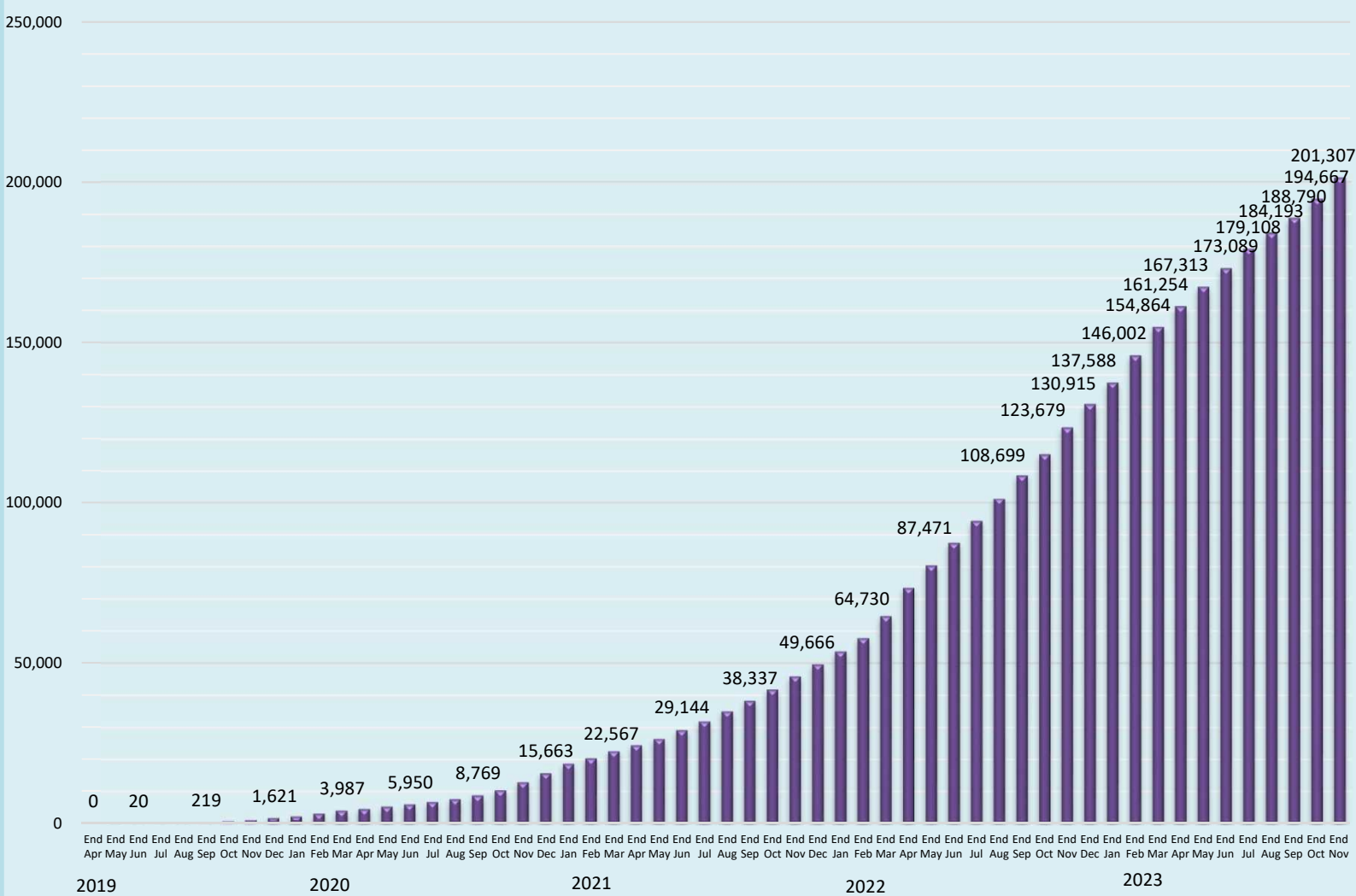
### Cancellation of Registration

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 Residing in Japan (as of the end of November 2023; preliminary)

Number of Foreign Specified Skilled Workers (i) Residing in Japan : 201,307 people



| Field  | People |
|--|--------|
| Nursing care   | 26,831 |
| Building cleaning management   | 3,353  |
| Machine parts and tooling/<br>Industrial machinery/<br>Electric, electronics and<br>information industries | 39,344 |
| Construction industry  | 23,329 |
| Shipbuilding and ship machinery<br>industry  | 7,397  |
| Automobile repair and<br>maintenance   | 2,468  |
| Aviation industry  | 595    |
| Accommodation industry   | 395    |
| Agriculture  | 23,265 |
| Fishery & aquaculture  | 2,632  |
| Manufacture of food and<br>beverages   | 59,262 |
| Food service industry  | 12,436 |

※Number of Foreign Specified Skilled Workers (ii)

| Field                                       | People |
|---|--------|
| Construction industry                       | 26     |
| Shipbuilding and ship machinery<br>industry | 3      |

# Operation Status of Specified Skilled Worker System (2)



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## Number of Specified Skilled Workers Residing in Japan (as of the end of September 2023; preliminary figures)

Number of Specified Skilled Workers Residing in Japan 188,811 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            | 8,384    | 1,015  | 1,504  | 1,869  | 313   | 837      | 1,475     | 10,133  | 3,610   | 6,246     | 11,035    | 10,973    | 9,886  | 9,498    | 1,426   | 1,761   | 2,184    | 1,073    | 1,375     | 4,540  | 4,663    | 5,858     | 15,991  | 4,521             |
| Composition Ratio | 4.4%     | 0.5%   | 0.8%   | 1.0%   | 0.2%  | 0.4%     | 0.8%      | 5.4%    | 1.9%    | 3.3%      | 5.8%      | 5.8%      | 5.2%   | 5.0%     | 0.8%    | 0.9%    | 1.2%     | 0.6%     | 0.7%      | 2.4%   | 2.5%     | 3.1%      | 8.5%    | 2.4%              |
| 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            | 2,402    | 3,660  | 11,532 | 6,898  | 1,153 | 664      | 476       | 578     | 3,279   | 6,910     | 1,641     | 846       | 3,120  | 2,937    | 876     | 6,882   | 1,319    | 1,830    | 3,933     | 1,628  | 1,209    | 2,621     | 1,785   | 462               |
| Composition Ratio | 1.3%     | 1.9%   | 6.1%   | 3.7%   | 0.6%  | 0.4%     | 0.3%      | 0.3%    | 1.7%    | 3.7%      | 0.9%      | 0.4%      | 1.7%   | 1.6%     | 0.5%    | 3.6%    | 0.7%     | 1.0%     | 2.1%      | 0.9%   | 0.6%     | 1.4%      | 0.9%    | 0.2%              |

### Breakdown of Number of Specified Skilled Workers by Specified Industry Fields

| Field             | Nursing care | Building cleaning management | Machine parts and tooling/<br>Industrial machinery/<br>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            | 24,479       | 3,059                        | 37,759  | 21,258                | 7,025                                    | 2,392                             | 464               | 372                    | 22,470      | 2,416                 | 56,375                            | 10,742                |
| Composition Ratio | 13.0%        | 1.6%                         | 20.0%   | 11.3%                 | 3.7%                                     | 1.3%                              | 0.2%              | 0.2%                   | 11.9%       | 1.3%                  | 29.9%                             | 5.7%                  |

### Breakdown of Number of Specified Skilled Workers by Nationality and Region

| Nationality Region | Vietnam | Indonesia | Philippines | China  | Myanmar | Cambodia | Nepal | Thailand | Others |
|--------------------|---------|-----------|-------------|--------|---------|----------|-------|----------|--------|
| Number             | 102,847 | 29,676    | 19,575      | 12,288 | 9,469   | 4,044    | 3,990 | 3,950    | 2,972  |
| Composition Ratio  | 54.5%   | 15.7%     | 10.4%       | 6.5%   | 5.0%    | 2.1%     | 2.1%  | 2.1%     | 1.6%   |

(Note1) Each numbers are rounded off to one decimal place.

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

# Operation Status of Specified Skilled Worker System (3)



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## Implementation Status of Specified Skilled Worker Testing and Japanese Language Test (As of the end of June 2023 ; preliminary figures) (Note1)

| Skill Test  | Country  | Number of Examinees        |                                 | Number of Successful Examinees |                                 |                                |                                 |                            |                                 |
|---|--|----------------------------|---------------------------------|--------------------------------|---------------------------------|--------------------------------|---------------------------------|----------------------------|---------------------------------|
|   |  | As of the end of June 2023 | Upper: Japan<br>Lower: Overseas | As of the end of June 2023     | Upper: Japan<br>Lower: Overseas | As of the end of December 2022 | Upper: Japan<br>Lower: Overseas | As of the end of June 2022 | Upper: Japan<br>Lower: Overseas |
| Nursing care (Note 2)   | Japan, Overseas(10-11 countries)<br>( Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand, Sri Lanka, India, Uzbekistan, Bangladesh ) | 76,898                     | 42,623                          | 54,041                         | 28,571                          | 44,902                         | 25,686                          | 35,550                     | 21,781                          |
|   |  |                            | 34,275                          |                                | 25,470                          |                                | 19,216                          |                            | 13,769                          |
| Building cleaning management  | Japan, Overseas(5 countries)<br>( Philippines, Cambodia, Indonesia Myanmar, Thailand )   | 4,268                      | 2,675                           | 3,322                          | 2,094                           | 2,663                          | 1,966                           | 1,902                      | 1,444                           |
|   |  |                            | 1,593                           |                                | 1,228                           |                                | 697                             |                            | 458                             |
| Machine parts & tooling industries /<br>Industrial machinery industry /<br>Electric, electronics and information Industries | Japan, Overseas(4 countries)<br>( Philippines, Nepal, Indonesia, Thailand )  | 5,319                      | 4,292                           | 829                            | 645                             | 772                            | 591                             | 402                        | 280                             |
|   |  |                            | 1,027                           |                                | 184                             |                                | 181                             |                            | 122                             |
| Construction industry   | Japan, Overseas(2 countries)<br>( Philippines, Vietnam )   | 2,594                      | 2,565                           | 1,275                          | 1,251                           | 1,021                          | 997                             | 730                        | 706                             |
|   |  |                            | 29                              |                                | 24                              |                                | 24                              |                            | 24                              |
| Shipbuilding and ship machinery industry  | Japan, Overseas(1 country)<br>( Philippines )  | 171                        | 157                             | 157                            | 150                             | 103                            | 96                              | 60                         | 53                              |
|   |  |                            | 14                              |                                | 7                               |                                | 7                               |                            | 7                               |
| Automobile repair and maintenance   | Japan, Overseas(1 country)<br>( Philippines )  | 2,918                      | 2,750                           | 1,874                          | 1,744                           | 1,526                          | 1,414                           | 1,172                      | 1,111                           |
|   |  |                            | 168                             |                                | 130                             |                                | 112                             |                            | 61                              |
| Aviation industry   | Japan, Overseas(2 countries)<br>( Philippines, Mongolia )  | 2,329                      | 1,520                           | 1,530                          | 902                             | 1,013                          | 624                             | 537                        | 435                             |
|   |  |                            | 809                             |                                | 628                             |                                | 389                             |                            | 102                             |
| Accommodation industry  | Japan, Overseas(4 countries)<br>(Philippines, Nepal, Myanmar, Indonesia )  | 9,257                      | 8,746                           | 4,644                          | 4,431                           | 4,161                          | 3,987                           | 3,637                      | 3,552                           |
|   |  |                            | 511                             |                                | 213                             |                                | 174                             |                            | 85                              |
| Agriculture   | Japan, Overseas(11 countries)<br>( Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand, Sri Lanka, India, Uzbekistan, Bangladesh )    | 40,901                     | 20,279                          | 36,232                         | 17,982                          | 31,268                         | 15,503                          | 21,986                     | 10,633                          |
|   |  |                            | 20,622                          |                                | 18,250                          |                                | 15,765                          |                            | 11,353                          |
| Fishery & aquaculture   | Japan, Overseas(1 country)<br>( Indonesia )  | 1,082                      | 383                             | 601                            | 131                             | 385                            | 104                             | 244                        | 55                              |
|   |  |                            | 699                             |                                | 470                             |                                | 281                             |                            | 189                             |
| Manufacture of food and beverages   | Japan, Overseas(2 countries)<br>( Philippines, Indonesia )   | 59,844                     | 49,989                          | 43,229                         | 36,436                          | 36,897                         | 31,915                          | 25,065                     | 21,579                          |
|   |  |                            | 9,855                           |                                | 6,793                           |                                | 4,982                           |                            | 3,486                           |
| Food service industry   | Japan, Overseas(7 countries)<br>( Philippines, Cambodia, Indonesia, Nepal, Myanmar, Thailand, Sri Lanka )  | 53,353                     | 40,749                          | 32,738                         | 23,645                          | 24,551                         | 19,470                          | 19,205                     | 16,457                          |
|   |  |                            | 12,604                          |                                | 9,093                           |                                | 5,081                           |                            | 2,748                           |
| Total   |  | 258,934                    | 176,728<br>82,206               | 180,472                        | 117,982<br>62,490               | 149,262                        | 102,353<br>46,909               | 110,490                    | 78,086<br>32,404                |
| Japanese Language Test  | Country  | Number of Examinees        |                                 | Number of Successful Examinees |                                 |                                |                                 |                            |                                 |
|   |  | As of the end of June 2023 | Upper: Japan<br>Lower: Overseas | As of the end of June 2023     | Upper: Japan<br>Lower: Overseas | As of the end of December 2022 | Upper: Japan<br>Lower: Overseas | As of the end of June 2022 | Upper: Japan<br>Lower: Overseas |
| Japan Foundation Test for Basic Japanese (JFT-Basic)  | Japan, Overseas(11 countries)<br>( Philippines, Cambodia, Indonesia, Nepal, Mongolia, Myanmar, Thailand, Sri Lanka, India, Uzbekistan, Bangladesh )    | 102,781                    | 20,711                          | 42,666                         | 9,633                           | 35,706                         | 8,250                           | 26,332                     | 6,133                           |
|   |  |                            | 82,070                          |                                | 33,033                          |                                | 27,456                          |                            | 20,199                          |

Note 1: Tests which have been conducted and of which results have been announced by the end of June 2023 are included. (as of the end of October 2023; preliminary figure)

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

## **Basic Policy and Competent Ministry Ordinances, etc.**

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# 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 12 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 dispatching 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.

Note: Under the Cabinet Ordinance on the Acceptance of Foreign Nationals, regulations were established for registration fees for registered support organizations (28,400 yen for registration and 11,100 yen to renew) and for the reasons for refusal of registration for registered support organizations

(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 dispatching 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**

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# 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] 《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 [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)<sup>1</sup>
- ❑ **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 across-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 Mynportal, 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 Mynportal <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: Underlined indicate policies that are not related to the "Roadmap for the Realization of a Society of Harmonious Coexistence with Foreign Nationals (FY2023 Partly Changed)", \*2: Policy Numbers in red indicate new policies.

## 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.                         |
|---|---|-------------------------------------|
| Sapporo Regional Immigration Services Bureau  | Sapporo Third Joint Government Bldg.,<br>12 Odori-Nishi, Chuo-ku, Sapporo City, Hokkaido<br>Status Division                           | 0570-003259<br>(Department No.310)  |
| Sendai Regional Immigration Services Bureau   | Sendai Second Legal Affairs Joint Government Bldg.,<br>1-3-20 Gorin, Miyagino-ku, Sendai City, Miyagi<br>Second Inspection Department | 0570-022259<br>(Department No. 51)  |
| Tokyo Regional Immigration Services Bureau    | 13F YOTSUYA TOWER, 1-6-1 Yotsuya, Shinjuku-ku, Tokyo<br>Residence Support Department  | 03-5363-3025                        |
| Yokohama District Immigration Services Office | 10-7 Torihama-cho, Kanazawa-ku, Yokohama City,<br>Kanagawa<br>Business, Employment, and Permanent Residence<br>Inspection Department  | 0570-045259<br>(Department No. 20)  |
| Nagoya Regional Immigration Services Bureau   | 5-18, Shoho-cho, Minato-ku, Nagoya City, Aichi<br>Inspection Coordination Department  | 0570-052259<br>(Department No. 130) |

| Name of Agency                                 | Address   | Contact No.                      |
|--|---|----------------------------------|
| Osaka Regional Immigration Services Bureau     | 1-29-53 Nankou Kita, Suminoe-ku, Osaka City, Osaka<br>Inspection Coordination Department  | 0570-064259<br>Department No.410 |
| Kobe District Immigration Services Office      | Kobe Local Joint Government Bldg.,<br>29 Kaigan-dori, Chuo-ku, Kobe City, Hyogo<br>Status Division  | 078-391-4747                     |
| Hiroshima Regional Immigration Services Bureau | Hiroshima Legal Affairs Government Bldg.,<br>2-31 Kami-hacchobori, Naka-ku, Hiroshima City, Hiroshima<br>Business, Employment, and Permanent Residence Inspection<br>Department | 082-221-4526                     |
| Takamatsu Regional Immigration Services Bureau | 72-9 Hamanochi, Takamatsu City, Kagawa<br>Status Division   | 087-822-5851                     |
| Fukuoka Regional Immigration Services Bureau   | Fukuoka Legal Affairs Government Complex No.1<br>3-5-25 Maizuru, Chuo-ku, Fukuoka City, Fukuoka<br>Inspection Coordination Department   | 092-717-7595                     |
| Naha District Immigration Services Office      | Naha First Local Joint Government Bldg.,<br>1-15-15 Higawa, Naha City, Okinawa<br>Status Division   | 098-832-4186                     |

# Reference Materials

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- 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 (industrial fields) 1/5

As of July 24, 2023

### 1 Agriculture (2 job categories, 6 operations)

| Job Categories          | Operations                               | Field(Industrial Field)                 |
|-------------------------|--|---|
| 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                                    |   |

### 2 Fishery (2 job categories, 10 operations)

| Job Categories         | Operations                     | Field(Industrial Field) |
|------------------------|--------------------------------|-------------------------|
| 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)   |

### 3 Construction (22 job categories, 33 operations)

| Job Categories                                     | Operations   | Field(Industrial Field)                              |  |
|--|--|--|--|
| 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)                              |
| 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) |  |
|  | Plant iping 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 (industrial fields) 2/5

As of July 24, 2023

### 4 Food Manufacturing (11 job categories, 18 operations)

| Job Categories   | Operations  | Field(Industrial Field)  |
|--|---|--|
| 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                  |  |
| 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                    |  |
| 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(Industrial Field) |
|-------------------------------------|--|-------------------------|
| 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 dothes 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                             |                         |



# Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (industrial fields) 3/5

As of October 31, 2023

## 6 Machinery (17 job categories, 34 operations)

| Job Categories                                     | Operations   | Field(Industrial Field)   |   |  |   |
|--|--|---|---|--|---|
| Casting  | Casting iron and article operation   | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             |   |  |   |
|  | 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   | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) | Shipbuilding and ship machinery industry<br>(Machining)                        |   |
|  | Milling machine operation  |   |   |  |   |
|  | Numerical Control Lathe Operations   |   |   |  |   |
|  | Machining Center Operations  |   |   |  |   |
| Metal press  | Metal press operation  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             |   |  |   |
| Iron work  | Steel processing operation for structure                                   | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing)                | Construction<br>(Civil Engineering)   | Construction (Building)  | Shipbuilding and ship machinery industry<br>(Iron work) |
|  |  |   |   |  |   |
| Factory sheet metal work                           | Machine sheet metal operation  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             |   |  |   |
| Electroplating                                     | Electric plating work  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Metal surface treatment)                    |   |  |   |
|  | Meltdown zinc plating work   |   |   |  |   |
| Aluminum anodizing                                 | Anode oxidation treatment work   |   |   |  |   |
| Finishing  | Melting equipment finishing work   | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) | Shipbuilding and ship machinery industry<br>(Finishing)                        |   |
|  | Metal mold finishing work  |   |   |  |   |
|  | Machine assembling finishing work  |   |   |  |   |
| Machine inspection                                 | Machine inspection work  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) |  |   |
|  |  |   |   |  |   |
| Machine maintenance                                | Machine maintenance work   | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) |  |   |
|  |  |   |   |  |   |
| Electronic equipment assembling                    | Electronic devices assembling work   | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) |   |  |   |
| Electric equipment assembling                      | Spinning electric machine assembling work                                  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Machining and metal processing)             | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) | Shipbuilding and ship machinery industry<br>(Electrical equipment assembling ) |   |
|  | 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  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries<br>(Electric and electronic equipment assembly) |   |  |   |
|  | Print distribution panel production  |   |   |  |   |
| Aluminum Rolling , Extrusion Product Manufacturing | Drawn Processing Work  |   |   |  |   |
| Metal Heat Treatment                               | Finishing Work   |   |   |  |   |
|  | Bulk metal treatment work  |   |   |  |   |
|  | 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 (industrial fields) 4/5

7 Others (21 job categories, 38 operations)

As of October 31, 2023

| Job Categories  | Operations  | Field(Industrial Field)  |                                  |  |  |   |
|---|---|--|----------------------------------|--|--|---|
| Furniture making                                      | Hand processing on furniture making                 |  |                                  |  |  |   |
| Printing  | Off-set printing work                               |  |                                  |  |  |   |
|   | Gravure printing                                    |  |                                  |  |  |   |
| Book binding  | Binding work  |  |                                  |  |  |   |
| Plastic molding                                       | Compressing forming work                            | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) |                                  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Electric and electronic equipment assembly) |  |   |
|   | Injection forming work                              |  |                                  |  |  |   |
|   | Inflation forming work                              |  |                                  |  |  |   |
|   | Blow forming work                                   |  |                                  |  |  |   |
| Reinforced plastic molding                            | Hand-loaded layer forming work                      |  |                                  |  |  |   |
| Painting  | Construction painting work                          | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) | Construction (Civil Engineering) | Construction (Building)  |  |   |
|   | Metal painting work                                 | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) |                                  | Shipbuilding and ship machinery industry(Plastering)   |  |   |
|   | Metal bridge painting work                          | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) | Construction (Civil Engineering) | Construction (Building)  |  |   |
|   | Spray painting work                                 | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) |                                  | Shipbuilding and ship machinery industry(Plastering)   |  |   |
| Welding   | Manual welding                                      | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) | Construction (Civil Engineering) | Construction (Building)  | Construction (Infrastructure Facilities & Equipment) | Shipbuilding and ship machinery industry(Welding) |
|   | Semi-automatic welding                              |  |                                  |  |  |   |
| Industrial packaging                                  | Industrial wrapping work                            | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Machining and metal processing) |                                  | Machine parts and tooling/Industrial machinery/Electric, electronics and information industries (Electric and electronic equipment assembly) |  |   |
| Carton box and corrugated card board box making       | Printing box punching work                          |  |                                  |  |  |   |
|   | Printing box producing work                         |  |                                  |  |  |   |
|   | Paste box producing work                            |  |                                  |  |  |   |
|   | Cardboard producing work                            |  |                                  |  |  |   |
| Industrial manufacturing of pottery                   | Roller jigger forming work                          |  |                                  |  |  |   |
|   | 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                 |  |                                  |  |  |   |
| Accommodation   | Hospitality/Sanitary Management                     | Accommodation industry   |                                  |  |  |   |
| Refuse derived Paper & Plastics densified Fuel making | Refuse derived Paper & Plastics densified Fuel work |  |                                  |  |  |   |
| Railway facility maintenance                          | Track 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                         |  |                                  |  |  |   |
|   | Maintenance of brake system                         |  |                                  |  |  |   |
| Wood processing                                       | Sawing work   |  |                                  |  |  |   |

## Relationship between Technical Intern Training (ii) Jobs and Specified Skilled Worker (i) Fields (industrial fields) 5/5

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

As of July 24, 2023

| Job Categories          | Operations                   | Field(Industrial Field)                     |
|-------------------------|------------------------------|---|
| 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 1/2

### 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 Machine parts and tooling/Industrial machinery/Electric, electronics and information industries

| Job categories           | Operations                                     |
|--------------------------|--|
| 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 Operations             |
|                          | Machining Center Operations                    |
| Metal press              | Metal press operation                          |
| Iron work                | Steel processing operation for structure       |
| Factory sheet metal work | Machine sheet metal operation                  |
| Electroplating           | Electric plating work                          |
|                          | Meltdown zinc plating work                     |
| Aluminum anodizing       | Anode oxidation treatment work                 |

| Job categories                   | Operations   |
|----------------------------------|--|
| Finishing                        | Melting equipment finishing work                     |
|                                  | Metal mold finishing work                            |
|                                  | Machine assembling finishing work                    |
| Machine inspection               | Machine inspection work                              |
| Machine maintenance              | Machine maintenance 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                  |
| Plastic molding                  | Compressing forming work                             |
|                                  | Injection forming work                               |
|                                  | Inflation forming work                               |
|                                  | Blow forming work                                    |
| Painting                         | Construction painting work                           |
|                                  | Metal painting work                                  |
|                                  | Metal bridge painting work                           |
|                                  | Spray painting work                                  |
| Welding                          | Manual welding                                       |
|                                  | Semi-automatic welding                               |

### 4 Construction industry

| 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  |
|  | Road rolling work  |
| Furnace installation                               | 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 2/2

### 5 Shipbuilding and ship machinery industry

| Job categories                | Operations   |
|-------------------------------|--|
| Welding                       | Manual welding                                       |
|                               | Semi-automatic welding                               |
| Painting                      | Metal painting work                                  |
|                               | Spray painting work                                  |
| Iron work                     | Steel processing operation for structure             |
| Finishing                     | Melting equipment finishing work                     |
|                               | Metal mold finishing work                            |
|                               | Machine assembling finishing work                    |
| Machining                     | Engine Lathe operation                               |
|                               | Numerical Control Lathe Operations                   |
|                               | Milling machine operation                            |
|                               | Machining Center Operations                          |
| 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           |

### 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 Agriculture

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

### 10 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     |

### 11 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            |
| Non-heated fishery processed foodstuff manufacturing work    | Smoked product manufacturing              |
|  | Salted product manufacturing              |
|  | Dried product manufacturing               |
|  | Fermented foodstuff manufacturing         |
|  | Half cooked product manufacturing         |
| Fish paste making  | Raw food product manufacturing            |
|  | 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      |

### 12 Food service industry

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

## 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<br>Regional Immigration<br>Services Bureau | Sapporo Third Joint Government Bldg.,<br>Odori-nishi 12 Chome, Chuo-ku, Sapporo City,<br>Hokkaido<br><br>Status Division                    | 0570-003259<br>(Ext. 140#) |
| Sendai<br>Regional Immigration<br>Services Bureau  | Sendai Second Legal Affairs Joint Government<br>Bldg., 1-3-20 Gorin, Miyagino-ku, Sendai City,<br>Miyagi<br><br>First Inspection Department | 0570-022259<br>(Ext. 21#)  |
| Tokyo<br>Regional Immigration<br>Services Bureau   | 5-5-30 Konan, Minato-ku, Tokyo<br><br>Business and Employment Inspection<br>Department 3  | 0570-034259<br>(Ext. 330)  |
| Yokohama<br>District Immigration Office            | 10-7 Torihama-cho, Kanazawa-ku, Yokohama<br>City, Kanagawa<br><br>Business, Employment, and Permanent<br>Residency Inspection Department    | 0570-045259<br>(Ext. 20)   |
| Nagoya<br>Regional Immigration<br>Services Bureau  | 5-18, Shoho-cho, Minato-ku, Nagoya City, Aichi<br><br>Business and Employment Inspection<br>Department 2                                    | 0570-052259<br>(Ext. 20)   |
| Osaka<br>Regional Immigration<br>Services Bureau   | 1-29-53 Nankou Kita, Suminoe-ku,<br>Osaka City, Osaka<br><br>Business and Employment Inspection<br>Department (Division 2)                  | 0570-064259<br>(Ext.231)   |

| Department Name                                      | Address  | Contact No.  |
|--|--|--------------|
| Kobe<br>District Immigration Office                  | Kobe Local Joint Government Bldg.,<br>29 Kaigan-dori, Chuo-ku, Kobe City,<br>Hyogo<br><br>Status Division  | 078-391-6378 |
| Hiroshima<br>Regional Immigration<br>Services Bureau | Hiroshima Government Legal Complex,<br>2-31 Kami-hacchobori, Naka-ku, Hiroshima City,<br>Hiroshima<br><br>Status Division  | 082-221-4412 |
| Takamatsu<br>Regional Immigration<br>Services Bureau | 72-9 Hamanocho, Takamatsu City, Kagawa<br><br>Status Division  | 087-822-5851 |
| Fukuoka<br>Regional Immigration<br>Services Bureau   | Fukuoka Legal Affairs Government Complex No.1<br>3-5-25, Maizuru, Chuo-ku, Fukuoka City, Fukuoka<br><br>Business, Employment, and Permanent<br>Residence Inspection Department | 092-831-4144 |
| Naha<br>District Immigration Office                  | Naha First Local Joint Government Bldg.<br>1-15-15 Higawa, Naha City, Okinawa Prefecture<br><br>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](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<br>Office for Welfare Human Resources Policy | TEL             | 03-5253-1111<br>(Ext.: 2125,3146) |

## (Building cleaning management)

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

## (Machine parts and tooling/Industrial machinery/Electric, electronics and information industries)

| 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<br>International Markets Division  | TEL             | 03-5253-8121                      |
| Hokkaido Development Bureau                      | 8 Nishi 2 Kita-ku, Sapporo<br>Business Promotion Department Construction Industry Division                                       | TEL             | 011-709-2311<br>(Ext.: 5778)      |
| Tohoku Regional Development Bureau               | 3-3-1 Honcho, Aoba-ku, Sendai<br>Construction Policy Department Construction Industry Division                                   | TEL             | 022-263-6131                      |
| Kanto Regional Development Bureau                | 2-1 Shintoshin, Chuo-ku, Saitama City, Saitama<br>Construction Policy Department Construction Industry Division I                | TEL             | 048-601-3151<br>(Ext.: 6643)      |
| Hokuriku Regional Development Bureau             | 1-1-1 Misaki-cho, Chuo-ku, Niigata City, Niigata<br>Construction Policy Department Planning and Construction Industry Division   | TEL             | 025-370-6571                      |
| Chubu Regional Development Bureau                | 2-5-1 Sannomaru, Naka-ku, Nagoya, Aichi<br>Construction Policy Department Construction Industry Division                         | TEL             | 052-953-8572                      |
| Kinki Regional Development Bureau                | 3-1-41 Otemae, Chuo-ku, Osaka<br>Construction Policy Department Construction Industry Division I                                 | TEL             | 06-6942-1141                      |
| Chugoku Regional Development Bureau              | 2-15 hacchobori, Naka-ku, Hiroshima<br>Construction Policy Department Planning and Construction Industry Division                | TEL             | 082-221-9231<br>(Ext.: 6158,6156) |
| Shikoku Regional Development Bureau              | 3-33 Sunport Takamatsu<br>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<br>Construction Policy Department Construction Industry Division | TEL             | 092-471-6331                      |
| Okinawa General Bureau, Cabinet Office           | 2-1-1 Omoromachi, Naha, Okinawa<br>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<br>Shipping Industry Division  | TEL             | 03-5253-8634 |
| Hokkaido Transportation Bureau          | 10 Odori Nishi, Chuo-ku, Sapporo, Hokkaido<br>Maritime Promotion Division Passenger and Shipping Industry Division       | TEL             | 011-290-1012 |
| Tohoku Transportation Bureau            | 1 Teppocho, Miyagino-ku, Sendai, Miyagi<br>Maritime Promotion Department Shipping Industry Division                      | TEL             | 022-791-7512 |
| Kanto Transportation Bureau             | 5-57 Kitnakadori, Naka-ku, Yokohama, Kanagawa<br>Maritime Promotion Department Shipping Industry Division                | TEL             | 045-211-7223 |
| Hokuriku Shinetsu Transportation Bureau | 1-2-1 Misaki-cho, Chuo-ku, Niigata City, Niigata<br>Maritime Department Maritime Industry Division                       | TEL             | 025-285-9156 |
| Chubu Transportation Bureau             | 2-2-1 San-nomaru, Naka-ku, Nagoya, Aichi<br>Maritime Promotion Department Shipping Industry Division                     | TEL             | 052-952-8020 |
| Kinki Transportation Bureau             | 4-1-76 Otemae, Chuo-ku, Osaka City, Osaka<br>Maritime Promotion Department Shipping Industry Division                    | TEL             | 06-6949-6425 |
| Kobe Transport Supervision Department   | 1-1 Hatobamachi, Chuo-ku, Kobe, Hyogo<br>Maritime Promotion Department Shipping Industry Division                        | TEL             | 078-321-3148 |
| Chugoku Transportation Bureau           | 6-30 Kami-hacchobori, Naka-ku, Hiroshima City, Hiroshima<br>Maritime Promotion Department Shipping Industry Division     | TEL             | 082-228-3691 |
| Shikoku Transportation Bureau           | 3-33 Sunport Takamatsu, Kagawa<br>Maritime Promotion Department Shipping Industry Division                               | TEL             | 087-802-6816 |
| Kyushu Transportation Bureau            | 2-11-1 Hakata Station East, Hakata-ku, Fukuoka City, Fukuoka<br>Maritime Promotion Department Shipping Industry Division | TEL             | 092-472-3158 |
| Okinawa General Bureau, Cabinet Office  | 2-1-1 Omoromachi, Naha, Okinawa<br>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 Automotive Bureau                      | 2-1-3 Kasumigaseki, Chiyoda-ku, Tokyo<br>Maintenance Service Division  | TEL             | 03-5253-8111<br>(Ext.: 42415, 42414) |
| Hokkaido District Transport Bureau          | 10 Odori Nishi, Chuo-ku, Sapporo, Hokkaido<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division                      | TEL             | 011-290-2752                         |
| Tohoku District Transport Bureau            | 1 Teppocho, Miyagino-ku, Sendai, Miyagi<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division                         | TEL             | 022-791-7534                         |
| Hokuriku Shinetsu District Transport Bureau | 1-2-1 Misaki-cho, Chuo-ku, Niigata City, Niigata<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division                | TEL             | 025-285-9155                         |
| Kanto District Transport Bureau             | 5-57 Kitanakadori, Naka-ku, Yokohama,<br>Kanagawa<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division               | TEL             | 045-211-7254                         |
| Chubu District Transport Bureau             | 2-2-1 San-nomaru, Naka-ku, Nagoya, Aichi<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division                        | TEL             | 052-952-8042                         |
| Kinki District Transport Bureau             | 4-1-76 Otemae, Chuo-ku, Osaka City, Osaka<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division                       | TEL             | 06-6949-6453                         |
| Chugoku District Transport Bureau           | 6-30 Kami-hacchobori, Naka-ku, Hiroshima<br>City, Hiroshima<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division     | TEL             | 082-228-9142                         |
| Shikoku District Transport Bureau           | 3-33 Sunport, Takamatsu, Kagawa<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division                                 | TEL             | 087-802-6783                         |
| Kyushu District Transport Bureau            | 2-11-1 Hakata Station East, Hakata-ku, Fukuoka<br>City, Fukuoka<br>Automotive Engineering and Safety<br>Department<br>Maintenance Service Division | TEL             | 092-472-2537                         |
| Okinawa General Bureau,<br>Cabinet Office   | 2-1-1 Omoromachi, Naha, Okinawa<br>Transport Department Vehicle Safety Division  | TEL             | 098-866-1837                         |

(Agriculture)

(Aviation industry)

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

(Accommodation industry)

| Name of Agency                            | Address/Department  | Contact Details |              |
|---|---|-----------------|--------------|
| MLIT Tourism Agency                       | 2-1-2 Kasumigaseki, Chiyoda-ku, Tokyo<br>Tourism Industry Division  | TEL             | 03-5253-8330 |
| Hokkaido Transportation Bureau            | 10 Odori Nishi, Chuo-ku, Sapporo, Hokkaido<br>Tourism Department Tourism Planning Division                      | TEL             | 011-290-2700 |
| Tohoku Transportation Bureau              | 1 Teppoucho, Miyagino-ku, Sendai, Miyagi<br>Tourism Department Tourism Planning Division                        | TEL             | 022-791-7509 |
| Kanto Transportation Bureau               | 5-57 Kitanakadori, Naka-ku, Yokohama,<br>Kanagawa<br>Tourism Department Tourism Planning Division               | TEL             | 045-211-1255 |
| Hokuriku Shinetsu Transportation Bureau   | 1-2-1 Misaki-cho, Chuo-ku, Niigata City, Niigata<br>Tourism Department Tourism Planning Division                | TEL             | 025-285-9181 |
| Chubu Transportation Bureau               | 2-2-1 Sannomaru, Naka-ku, Nagoya, Aichi<br>Tourism Department Tourism Planning Division                         | TEL             | 052-952-8045 |
| Kinki Transportation Bureau               | 4-1-76 Otemae, Chuo-ku, Osaka City, Osaka<br>Tourism Department Tourism Planning Division                       | TEL             | 06-6949-6466 |
| Chugoku Transportation Bureau             | 6-30 Kami-hacchobori, Naka-ku, Hiroshima<br>City, Hiroshima<br>Tourism Department Tourism Planning Division     | TEL             | 082-228-8701 |
| Shikoku Transportation Bureau             | 3-33 Sunport, Takamatsu, Kagawa<br>Tourism Department Tourism Planning Division                                 | TEL             | 087-802-6735 |
| Kyushu Transportation Bureau              | 2-11-1 Hakata Station East, Hakata-ku, Fukuoka<br>City, Fukuoka<br>Tourism Department Tourism Planning Division | TEL             | 092-472-2330 |
| Okinawa General Bureau,<br>Cabinet Office | 2-1-1 Omoromachi, Naha, Okinawa<br>Transport Department Planning Office   | TEL             | 098-866-1812 |

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

### (Agriculture)

| Name of Agency  | Address/Department   | Contact Details |              |
|---|--|-----------------|--------------|
| MAFF Management Improvement Bureau                          | 1-2-1 Kasumigaseki, Chiyoda-ku, Tokyo<br>Young Farmers and Women Division  | TEL             | 03-6744-2159 |
| Hokkaido District Agricultural Office                       | 2-22 South 22 West 6 Chuo-ku, Sapporo,<br>Hokkaido<br>Production Management Industries<br>Department Leader Development Division   | TEL             | 011-330-8809 |
| Tohoku Regional Agricultural Administration Office          | 3-3-1 Honcho, Aoba-ku, Sendai, Miyagi<br>Management and Business Support<br>Department Management Support Division   | TEL             | 022-221-6217 |
| Kanto Regional Agricultural Administration Office           | 2-1 Shintoshin, Chuo-ku, Saitama City, Saitama<br>Saitama Shintoshin Government Bldg. No. 2<br>Management and Business Support<br>Department Management Support Division | TEL             | 048-740-0394 |
| Hokuriku Regional Agricultural Administration Office        | 2-2-60 Hirotsaka, Kanazawa, Ishikawa<br>Management and Business Support<br>Department Management Support Division  | TEL             | 076-232-4238 |
| Tokai Regional Agricultural Administration Office           | 1-2-2 Sannomaru, Naka-ku, Nagoya, Aichi<br>Management and Business Support<br>Department Management Support Division   | TEL             | 052-223-4620 |
| Kinki Regional Agricultural Administration Office           | Nishinotoindori Shimochojamachi, Sagaru<br>Chojiburochou, Kamigyo-ku, Kyoto City, Kyoto<br>Management and Business Support<br>Department Management Support Division     | TEL             | 075-414-9055 |
| Chugoku-Shikoku Regional Agricultural Administration Office | 1-4-1 Shimoishii, Kita-ku, Okayama City,<br>Okayama<br>Management and Business Support<br>Department Management Support Division   | TEL             | 086-224-8842 |
| Kyushu Regional Agricultural Administration Office          | 2-10-1 Kasuga, Nishi-ku, Kumamoto City,<br>Kumamoto<br>Management and Business Support<br>Department Management Support Division   | TEL             | 096-300-6375 |
| Okinawa General Bureau,<br>Cabinet Office                   | 2-1-1 Omoromachi, Naha, Okinawa<br>Naha Regional Government Bldg. No. 2<br>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<br>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<br>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<br>Food Service Industry and Food Cultures<br>Division | TEL             | 03-6744-2053 |

**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),<br>Embassy of the Republic of the Philippines<br><a href="http://polotokyo.dole.gov.ph/">http://polotokyo.dole.gov.ph/</a> | 106-8537              | 5-15-5 Roppongi, Minato-ku,<br>Tokyo   | 03-6441-0428    | 03-6441-3436   | mwo_tokyo@dmw.gov.ph              | English,<br>Filipino,<br>Japanese |
|              |          |  |                       |  | 03-6441-0478    |                |                                   |                                   |
|              |          | Migrant Workers Office (MWO),<br>Philippine Consulate General Osaka<br><a href="https://poloosaka.dole.gov.ph/">https://poloosaka.dole.gov.ph/</a>       | 541-0047              | 7F Urban Center Midotsuji<br>4-3-5 Awaji-machi, Chuo-ku<br>Osaka City, Osaka                                       | 06-6575-7593    | -              | mwoosaka.ssw@gmail.com            | English,<br>Filipino,<br>Japanese |
|              | Overseas | Japan Desk<br>Department of Migrant Workers  | Under<br>confirmation | 6th Flr. Blas F. Ople<br>Building, Ortigas Ave., Cor.<br>EDSA, Mandaluyong City,<br>Philippines                    | +63-917-5008839 | -              | japandesk@dmw.gov.ph              | English,<br>Filipino              |
| Cambodia     | In Japan | Royal Embassy of Cambodia in Japan   | 107-0052              | 8-6-9 Akasaka, Minato-ku,<br>Tokyo   | 03-5412-8521    | 03-5412-8526   | camemb.jpn@mfaic.gov.kh           | Japanese,<br>English,<br>Khmer    |
|              |          |  |                       |  | 080-3459-7889   |                | rithy_bbajp@yahoo.com             |                                   |
|              | Overseas | The Ministry of Labour and Vocational<br>Training of<br>the Kingdom of Cambodia  | -                     | Building #3, Russian<br>Federation Blvd., Sangkat<br>Teklaak I, Khan Toulkok<br>Phnom Penh, Kingdom of<br>Cambodia | +855-23880474   | -              | sopheakhoung@yahoo.com            | English,<br>Khmer                 |
|              |          |  |                       |  | +855-78449959   |                |                                   |                                   |
| Nepal        | In Japan | Embassy of the Federal Democratic Republic of<br>Nepal   | 153-0064              | Fukukawa House B, 6-20-28<br>Shimomeguro,<br>Meguro-Ku, Tokyo  | 03-3713-6241    | 03-3719-0737   | eontokyo@mofa.gov.np              | Japanese,<br>English,<br>Nepalese |
|              |          |  |                       |  | 03-3713-6242    |                |                                   |                                   |
|              | Overseas | Japan Unit, Department of Foreign<br>Employment, MoLESS  | 44600                 | Buddhanagar, Kathmandu,<br>Nepal   | +977-9851180566 | +977-1-4782606 | japanunit@moless.gov.np           | English,<br>Nepalese              |
|              |          |  |                       |  | +977-1-4782454  |                |                                   |                                   |
| Myanmar      | In Japan | Embassy of the Republic of the Union of<br>Myanmar in Japan  | 140-0001              | 4-8-26 Kitashinagawa,<br>Shinagawa-ku, Tokyo   | 03-3441-9291    | 03-3447-7394   | contact@myanmar-embassy-tokyo.net | Japanese,<br>English,<br>Burmese  |
|              | Overseas | Department of Labour, The Ministry of Labour,<br>Immigration and Population of the Republic of<br>the Union of Myanmar                                   | 15011                 | Building no 51, Naypyitaw,<br>Myanmar  | +95-67-430186   | +95-67-430439  | dolmigration@gmail.com            | English,<br>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](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<br>※ 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 Marketting            | 10120        | 234, Dencilkibbekaduwa Maatha, Koswattah, Battharamulla, Sri Lanka   | +94-112884-771              | +94-112872-183<br>+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 Labour Market Development, Ministry of Manpower of the Republic of Indonesia | 12950        | Jalan Jenderal Gatot Subroto Kav. 51 Jakarta Selatan (Ministry of Manpower of the Republic of Indonesia)                                   | +62-813-1516-7055           | -                                | pasarkerja.kemnaker@gmail.com | English, Indonesian  |
|                   |          |   |              |  | +62-815-7326-6736           |                                  |                               |  |
| +62-822-1415-5990 |          |   |              |  |                             |                                  |                               |  |
| +62-21-2924-4800  |          |   |              |  |                             |                                  |                               |  |
| 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<br>+880-41030235 | +880-41030766    | dstraining1@probashi.gov.bd<br>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<br><a href="https://japan.mol.go.th/en/">https://japan.mol.go.th/en/</a> | 141-0021     | 3-14-6 Kami-Osaki, Shinagawa-ku, Tokyo  | 03-5422-7014<br>03-5422-7015   | 03-5422-7016     | thailabour@crest.ocn.ne.jp                                | Japanese, English, Thai    |
|              | 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              |

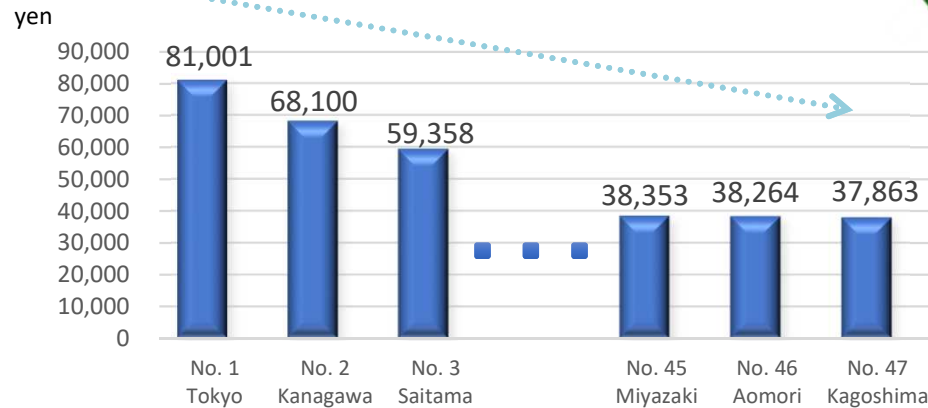


**Contacts for Inquiries about “Specified Skilled Worker” Status of Residence**  
**(List of Contacts for Countries with Signed Bilateral Memoranda of Cooperation for Specified Skilled Workers) 4/4**

| 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 02 644           | -               | borbor@migrant.kg         | Kyrgyz, Russian, English           |

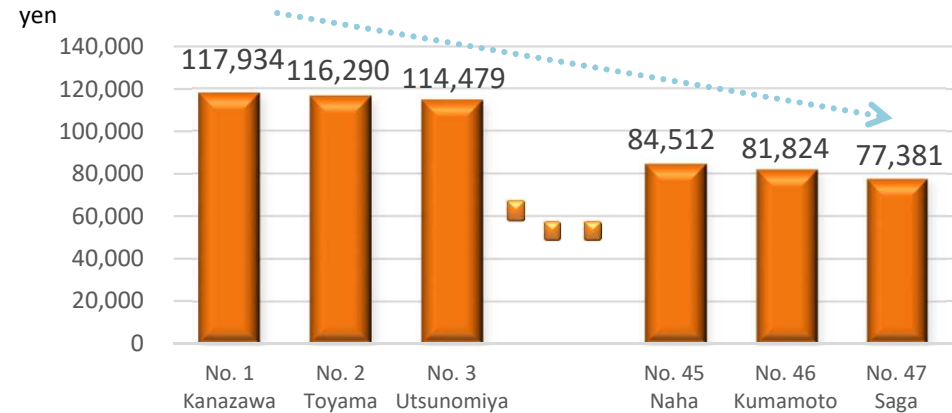
[Ref: "Memorandum of Cooperation (Bilateral Agreement) regarding Specified Skilled Workers - Contact information for each country" at the website of Immigration Services Agency of Japan]  
[https://www.moj.go.jp/isa/policies/ssw/nyuukokukanri05\\_00021.html](https://www.moj.go.jp/isa/policies/ssw/nyuukokukanri05_00021.html)

### 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

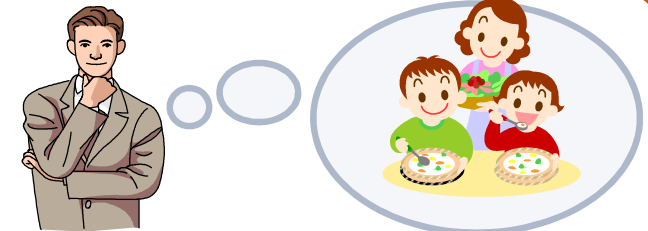


\* Living expenses are the total of food, utilities, clothing and footwear, health care  
\* Based on the data of Income and Expenditure (total household) for one month per household in each prefecture, from “Family Income and Expenditure Survey (2022)” by Ministry of Internal Affairs and Communications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

## 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.

## 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.

## 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.



# Examples of Advanced Initiatives by Accepting Companies (Construction)

## 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 Companies Accepting Specified Skilled Workers in Automobile Repair & Maintenance

## 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.



# Examples of Advanced Initiatives by a Company Accepting Specified Skilled Workers in the Accommodation Industry

## 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.

## Examples of Best Practices in Acceptance of Specified Skilled Workers and Other Foreign Human Resources

### 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

# Examples of Best Practices in Acceptance of Specified Skilled Workers and Other Foreign Human Resources

## 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.

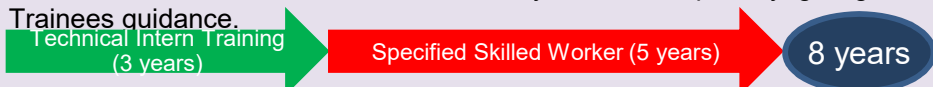


<Mountain climbing>

## 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.



## 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.

