

# 外国人の技能実習の適正な実施及び技能実習生の保護 に関する法律施行規則

## Regulation for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees

(平成二十八年十一月二十八日法務省・厚生労働省令第三号)

(Order of the Ministry of Justice and the Ministry of Health, Labor and Welfare  
No. 3 of November 28, 2016)

### 第一章 総則

#### Chapter I General Provisions

(定義)

(Definitions)

第一条 この省令において使用する用語は、外国人の技能実習の適正な実施及び技能実習生の保護に関する法律（以下「法」という。）において使用する用語の例によるほか、次の定義に従うものとする。

Article 1 The terms used in this Ministerial Order are to be in accordance with the terms used in the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (hereinafter referred to as the "Act"), and also follow those as defined below:

一 「第一号技能実習」とは、第一号企業単独型技能実習及び第一号団体監理型技能実習をいう。

(i) the term "technical intern training (i)" means an individual-enterprise-type technical intern training (i) and supervising-organization-type technical intern training (i);

二 「第二号技能実習」とは、第二号企業単独型技能実習及び第二号団体監理型技能実習をいう。

(ii) the term "technical intern training (ii)" means individual-enterprise-type technical intern training (ii) and supervising-organization-type technical intern training (ii);

三 「第三号技能実習」とは、第三号企業単独型技能実習及び第三号団体監理型技能実習をいう。

(iii) the term "technical intern training (iii)" means individual-enterprise-type technical intern training (iii) and supervising-organization-type technical intern training (iii);

四 「第一号技能実習生」とは、第一号企業単独型技能実習生及び第一号団体監理型技能実習生をいう。

(iv) the term "technical intern trainee (i)" means individual-enterprise-type technical intern trainee (i) and supervising-organization-type technical intern trainee (i);

五 「第二号技能実習生」とは、第二号企業単独型技能実習生及び第二号団体監理型技能実習生をいう。

(v) the term "technical intern trainee (ii)" means individual-enterprise-type technical intern trainee (ii) and supervising-organization-type technical intern trainee (ii);

六 「第三号技能実習生」とは、第三号企業単独型技能実習生及び第三号団体監理型技能実習生をいう。

(vi) the term "technical intern trainee (iii)" means individual-enterprise-type technical intern trainee (iii) and supervising-organization-type technical intern trainee (iii);

七 「入国後講習」とは、法第二条第二項第一号及び同条第四項第一号に規定する講習をいう。

(vii) the term "post-entry lectures" means the lectures prescribed in Article 2, paragraph (2), item (i) and Article 2, paragraph (4), item (i) of the Act;

八 「取次送出機関」とは、外国の送出機関（法第二十三条第二項第六号に規定する外国の送出機関をいう。以下同じ。）であつて団体監理型技能実習生になろうとする者からの団体監理型技能実習に係る求職の申込み（以下「団体監理型技能実習の申込み」という。）を本邦の監理団体に取り次ぐものをいう。

(viii) the term "sending organization acting as a broker" means a sending organization in a foreign country (meaning the sending organization in a foreign country prescribed in Article 23, paragraph (2), item (vi) of the Act; the same applies hereinafter) which acts as a broker for sending a job application for supervising-organization-type technical intern training from a person who wishes to become a supervising-organization-type technical intern trainee (hereinafter referred to as "application for supervising-organization-type technical intern training") to the supervising organization in Japan;

九 「外国の準備機関」とは、技能実習生になろうとする者の外国における準備に関与する外国の機関（取次送出機関を除く。）をいう。

(ix) the term "preparatory organization in a foreign country" means an organization in a foreign country (excluding the sending organization acting as a broker) involved in preparations in the foreign country of the individual who wishes to become a technical intern trainee;

十 「外部監査」とは、法第二十五条第一項第五号ロ（法第三十二条第二項において準用する場合を含む。）に規定する役員の監理事業に係る職務の執行の監査をいう。

(x) the term "external audit" means an audit of the officer's performance of duties pertaining to the supervising business as prescribed in Article 25, paragraph (1), item (v), sub-item (b) of the Act (including as applied mutatis

mutandis pursuant to Article 32, paragraph (2) of the Act); and

十一 「技能実習事業年度」とは、技能実習に関する事業年度をいい、毎年四月一日に始まり翌年三月三十一日に終わるものとする。

(xi) the term "technical intern training business year" means the business year in relation to technical intern training, which begins on April 1 every year and ends on March 31 of the following year.

(密接な関係を有する外国の公私の機関)

(Foreign Public and Private Organizations with Close Relationships with Japanese Private or Public Organizations)

第二条 法第二条第二項第一号の主務省令で定める密接な関係を有する外国の公私の機関は、次の各号のいずれかに該当するものとする。

Article 2 The foreign public or private organization which has a close relationship provided for by order of the competent ministries with a Japanese private or public organization as provided for in Article 2, paragraph (2), item (i) of the Act is that which falls under any of the following items:

一 本邦の公私の機関（法第二条第二項第一号に規定する本邦の公私の機関をいう。次号において同じ。）と引き続き一年以上の国際取引の実績又は過去一年間に十億円以上の国際取引の実績を有する機関

(i) an organization which has a track record of having continuously conducted international transactions for one year or more or a track record of conducting international transactions of 1 billion yen or more in the past year with a Japanese public or private organization (meaning the Japanese public or private organization as prescribed in Article 2, paragraph (2), item (i) of the Act; the same applies in the following item); or

二 前号に掲げるもののほか、本邦の公私の機関と国際的な業務上の提携を行っていることその他の密接な関係を有する機関として出入国在留管理庁長官及び厚生労働大臣が認めるもの

(ii) beyond the organizations given in the preceding item, an organization which has an international business partnership with a Japanese public or private organization, or some other organization recognized by the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare as those which have a close relationship with a Japanese public or private organization.

## 第二章 技能実習

### Chapter II Technical Intern Training

#### 第一節 技能実習計画

#### Section 1 Technical Intern Training Plan

(密接な関係を有する複数の法人)

(Multiple Corporations with a Close Relationship with Each Other)

第三条 法第八条第一項の主務省令で定める密接な関係を有する複数の法人は、次の各号のいずれかに該当するものとする。

Article 3 The multiple corporations with a close relationship with each other as provided for by order of the competent ministries as prescribed in Article 8, paragraph (1) of the Act are those that fall under any of the following items:

一 同一の親会社（会社法（平成十七年法律第八十六号）第二条第四号に規定する親会社をいう。）をもつ複数の法人

(i) multiple corporations with the same parent company (meaning the parent company as prescribed in Article 2, item (iv) of the Companies Act (Act No. 86 of 2005)); or

二 前号に掲げるもののほか、その相互間に密接な関係を有する複数の法人として出入国在留管理庁長官及び厚生労働大臣が認めるもの

(ii) beyond the multiple corporations given in the preceding item, multiple corporations recognized by the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare as those which have a close relationship with each other.

(技能実習計画の認定の申請)

(Application for Accreditation of a Technical Intern Training Plan)

第四条 法第八条第一項の認定の申請は、別記様式第一号による申請書の正本一部及び副本一部を提出して行わなければならない。

Article 4 (1) The application for the accreditation as provided for in Article 8, paragraph (1) of the Act must be made by submitting one original copy of the written application and one duplicate copy of the written application based on Appended Form 1.

2 団体監理型技能実習に係る法第八条第一項の認定の申請にあつては、当該申請をしようとする者は、実習監理を受ける監理団体から同条第四項に規定する指導を受けたことについて、前項の申請書に当該監理団体の証明を受けなければならない。

(2) In cases of an application for accreditation as provided for in Article 8, paragraph (1) of the Act for supervising-organization-type technical intern training, a person who intends to apply for the application must receive certification from a supervising organization which give supervision to that person, in the written application under the preceding paragraph, for having received the guidance under paragraph (4) of the same Article from that supervising organization.

(技能実習計画の認定の通知)

(Notice of Accreditation of Technical Intern Training Plans)

第五条 出入国在留管理庁長官及び厚生労働大臣（法第十二条第一項の規定により外国人技能実習機構（以下「機構」という。）に同項に規定する認定事務を行わせる場合

にあつては機構。第十七条第一項及び第十八条第二項において同じ。）は、法第八条第一項の認定をしたときは、その旨を当該認定を受けようとする者（以下この節において「申請者」という。）に通知するものとする。

Article 5 (1) If the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare (or the Organization for Technical Intern Training (hereinafter referred to as "the OTIT"), if the Commissioner and Minister have the OTIT conduct the administrative affairs for accreditation as prescribed in the provisions of Article 12, paragraph (1) of the Act pursuant to the provisions of the same paragraph; the same applies in Article 17, paragraph (1) and Article 18, paragraph (2)) has granted the accreditation as provided for in Article 8, paragraph (1) of the Act, they are to notify the person who wishes to be granted accreditation (hereinafter referred to in this Section as "applicant") to that effect.

2 前項の通知は、別記様式第二号による認定通知書に前条第一項の申請書の副本を添えて行うものとする。

(2) The notice as provided for in the preceding paragraph is to be made with a duplicate copy of the written application as provided for in paragraph (1) of the preceding Article attached to the written notice of accreditation based on Appended Form 2.

(技能実習評価試験)

(Technical Intern Training Evaluation Examination)

第六条 法第八条第二項第六号の主務省令で指定する試験は、別表第一のとおりとする。

Article 6 The examination designated by order of the competent ministries as provided for in Article 8, paragraph (2), item (vi) of the Act is to be as specified in Appended Table 1.

(技能実習計画の記載事項)

(Required Information in the Technical Intern Training Plan)

第七条 法第八条第二項第十号の主務省令で定める事項は、次のとおりとする。

Article 7 The matters as provided for by order of the competent ministries as prescribed in Article 8, paragraph (2), item (x) of the Act is to be as follows:

一 申請者が既に法第十七条の規定による届出を行っている場合は、当該届出に係る実習実施者届出受理番号

(i) if the applicant has already made a notification under Article 17 of the Act, the notification acceptance number of the implementing organization for that notification;

二 法人にあつては、その役員の役職名及び法人番号（行政手続における特定の個人を識別するための番号の利用等に関する法律（平成二十五年法律第二十七号）第二条第十五項に規定する法人番号をいう。第二十六条第一号において同じ。）

(ii) in cases of a corporation, the title of the officer and corporation number

(meaning the corporation number as prescribed in Article 2, paragraph (15) of the Act on the Use of Numbers to Identify a Specific Individual in Administrative Procedures (Act No. 27 of 2013); the same applies hereinafter in Article 26, item (i));

三 申請者の業種

(iii) the business type of the applicant;

四 技能実習責任者（法第八条第二項第七号に規定する技能実習の実施に関する責任者をいう。以下同じ。）の役職名

(iv) the title of the technical intern training manager (meaning the person responsible for implementing the technical intern training as prescribed in Article 8, paragraph (2), item (vii) of the Act; the same applies hereinafter);

五 技能実習指導員（第十二条第一項第二号の規定により選任された技能実習指導員をいう。以下同じ。）及び生活指導員（同項第三号の規定により選任された生活指導員をいう。以下同じ。）の氏名及び役職名

(v) the name and title of the technical intern training instructor (meaning the technical intern training instructor appointed pursuant to the provisions of Article 12, paragraph (1), item (ii); the same applies hereinafter) and the life guidance counsellor (meaning the life guidance counsellors appointed pursuant to the provisions of paragraph (3) of the same paragraph; the same applies hereinafter);

六 技能実習生の生年月日、年齢及び性別

(vi) the date of birth, age and sex of the technical intern trainees.

七 第三号技能実習に係るものである場合は、次のいずれかに該当する事項

(vii) in cases related to technical intern training (iii), the information coming under either of the following items:

イ 第二号技能実習の終了後第三号技能実習の開始までの間に本国に一時帰国した場合又は一時帰国する予定である場合にあっては、その一時帰国の期間又は一時帰国する予定の期間

(a) if the relevant trainee has returned temporarily to the home country or is planning to return temporarily to the home country by the start of technical intern training (iii) after the trainee completed the technical intern training (ii), the period of return home or planned period of return home; or

ロ 第二号技能実習の終了後引き続き第三号技能実習を開始してから一年以内に技能実習を休止して一時帰国した後、休止している技能実習を再開する予定である場合にあっては、その一時帰国する予定の期間

(b) if the relevant trainee is planning to suspend their technical intern training and return to the home country temporarily within one year since the trainee completes the technical intern training (ii) and starts the technical intern training (iii) continuously, and to recommence the suspended training afterwards, the planned period of return home;

八 第二号技能実習に係るものである場合は第一号技能実習に係る技能実習計画、第三号技能実習に係るものである場合は第二号技能実習に係る技能実習計画において定めた目標の達成状況

(viii) in cases related to technical intern training (ii), the status of achievement of the goals specified in the technical intern training plan for the technical intern training (i); and in cases relating to technical intern training (iii), the status of achievement of the goals specified in the technical intern training plan for the technical intern training (ii);

九 団体監理型技能実習に係るものである場合は、監理団体の許可番号、許可の別、監理責任者（法第四十条第一項に規定する監理責任者をいう。以下同じ。）の氏名、担当事業所の名称及び所在地並びに技能実習計画の作成の指導を担当する者の氏名

(ix) in cases related to supervising-organization-type technical intern training, the license number of the supervising organization, the type of license, the name of the supervision manager (meaning the supervision manager prescribed in Article 40, paragraph (1) of the Act; the same applies hereinafter), the name and location of the places of business of which that organization is in charge, and the name of the person in charge of instruction for preparation of the technical intern training plan; and

十 団体監理型技能実習であって取次送出機関があるものに係る場合は、当該取次送出機関の氏名又は名称

(x) if the relevant case is related to supervising-organization-type technical intern training, and a sending organization acting as a broker is involved with the case, the name of that intermediating sending organization.

（技能実習計画の添付書類）

(Documents to Be Attached to Technical Intern Training Plans)

第八条 法第八条第三項の主務省令で定める書類は、次のとおりとする。

Article 8 The documents as provided for by order of the competent ministries as prescribed in Article 8, paragraph (3) of the Act are to be as follows:

一 申請者が法人の場合にあつては申請者の登記事項証明書、直近の二事業年度に係る貸借対照表及び損益計算書又は収支計算書並びにその役員の住民票の写し（営業に関し成年者と同一の行為能力を有しない未成年者である役員については、当該役員及びその法定代理人の住民票の写し（法定代理人が法人である場合は、当該法人の登記事項証明書及び定款又は寄附行為並びにその役員の住民票の写し））、法人でない場合にあつては申請者の住民票の写し及び納税申告書の写し

(i) if the applicant is a corporation, a certificate of registered information of the applicant, a balance sheet, a profit and loss statement or income and expenditure statement for the last two business years, and a copy of the residence certificate of its officer (or if an officer is a minor who does not possess the same capacity for carrying out business as an adult, a copy of the residence certificate of that officer and that of their legal representative (or if

that legal representative is a corporation, its certificate of registered information, its articles of incorporation or certificate of acts of endowment, and a copy of the residence certificate of its officer)); or if the applicant is not a corporation, a copy of the residence certificate of the applicant and a copy of their tax return form;

二 申請者の概要書

(ii) a summary report of the applicant;

三 技能実習生に技能実習を行わせることに係る申請者の誓約書

(iii) the applicant's written pledge to having the technical intern trainee engage in technical intern training;

四 技能実習生の旅券その他の身分を証する書類の写し及び履歴書

(iv) a copy of the passport of the technical intern trainee or any other document proving the identity of the technical intern trainee; and their curriculum vitae;

五 技能実習責任者の履歴書並びに就任承諾書及び技能実習に係る誓約書の写し

(v) the curriculum vitae of the technical intern training manager, the paper document in which the person who has been appointed to that position agrees to assume office, and a copy of their written pledge for the technical intern training.

六 技能実習指導員の履歴書並びに就任承諾書及び技能実習に係る誓約書の写し

(vi) the curriculum vitae of the technical intern training instructor, the paper document in which the person who has been appointed to that position agrees to assume office, and a copy of their written pledge for the technical intern training;

七 生活指導員の履歴書並びに就任承諾書及び技能実習に係る誓約書の写し

(vii) the curriculum vitae of the life guidance counsellor, the paper document in which the person who has been appointed to that position agrees to assume office, and a copy of their written pledge for the technical intern training;

八 団体監理型技能実習に係るものである場合にあっては、当該技能実習計画に基づく団体監理型技能実習に係る取次送出機関の誓約書

(viii) in cases related to supervising-organization-type technical intern training, a written pledge by the sending organization acting as a broker for the supervising-organization-type technical intern training based on the technical intern training plan;

九 団体監理型技能実習に係るものである場合にあっては、監理団体と申請者の間の実習監理に係る契約の契約書又はこれに代わる書類の写し

(ix) in cases related to supervising-organization-type technical intern training, a copy of the written contract for the agreement entered into by the supervising organization and the applicant on its supervision, or a copy of an equivalent document;

十 団体監理型技能実習に係るものである場合にあっては、団体監理型技能実習生と



- 取次送出機関の間に締結された団体監理型技能実習に係る契約の契約書の写し
- (x) in cases related to supervising-organization-type technical intern training, a copy of the written contract for the agreement entered into by the supervising-organization-type technical intern trainee and the sending organization acting as a broker on the supervising-organization-type technical intern training;
- 十一 企業単独型技能実習に係るものである場合にあっては、申請者と企業単独型技能実習生となろうとする者が本国において所属する機関の関係を明らかにする書類及び当該機関が作成した企業単独型技能実習生の派遣に係る証明書
- (xi) in cases related to individual-enterprise-type technical intern training, documents that clearly show the relationship between the applicant and the organization to which the person wishing to become an individual-enterprise-type technical intern trainee belongs in their home country, and a certificate prepared by that organization for sending the individual-enterprise-type technical intern trainee;
- 十二 外国の準備機関がある場合にあっては、当該外国の準備機関の概要書及び誓約書
- (xii) if a preparatory organization in a foreign country is involved in the relevant case, a summary report and written pledge of said preparatory organization in a foreign country;
- 十三 技能実習生との間で締結した雇用契約の契約書及び雇用条件書の写し
- (xiii) a copy of the contract for the employment agreement entered into with the technical intern trainee, and a copy of the written conditions for employment;
- 十四 技能実習生に対する報酬の額が日本人が従事する場合の報酬の額と同等以上であることを説明する書類
- (xiv) a document explaining that the amount of remuneration paid to the technical intern trainee is to be no less than that which a Japanese national would receive for comparable work;
- 十五 企業単独型技能実習に係るものである場合にあっては申請者が、団体監理型技能実習に係るものである場合にあっては監理団体が、宿泊施設が適正であることを確認したことを明らかにする書類
- (xv) in cases related to individual-enterprise-type technical intern training, a document clearly showing that the applicant has confirmed that the accommodation facilities are appropriate; or in cases related to supervising-organization-type technical intern training, a document clearly showing that the supervising organization has confirmed that the accommodation facilities are appropriate;
- 十六 食費、居住費その他名目のいかなを問わず技能実習生が定期的に負担する費用の内訳及び当該費用が適正であることを説明する書類
- (xvi) a breakdown of expenses regularly paid by the technical intern trainee for

food costs, residential expenses and other expenses regardless of the reason therefor, and a document explaining that such expenses are appropriate.

十七 企業単独型技能実習に係るものである場合にあっては申請者又は第二条の外国の公私の機関が、団体監理型技能実習に係るものである場合にあっては申請者、監理団体又は取次送出機関が、技能実習の期間中の待遇について技能実習生に説明し、かつ、技能実習生がこれを十分に理解したことを明らかにする書類

(xvii) in cases related to individual-enterprise-type technical intern training, a document clearly showing that the applicant or the foreign public or private organization as provided for in Article 2 has explained the content of the treatment during the period of the technical intern training, and the technical intern trainee has sufficiently understood the content of the treatment; or in cases related to supervising-organization-type technical intern training, a document clearly showing that the applicant, supervising organization, or sending organization acting as a broker has explained the content of that treatment, and the relevant trainee has sufficiently understood it;

十八 開発途上地域等への技能、技術又は知識（以下「技能等」という。）の移転による国際協力の推進という技能実習の制度の趣旨（以下単に「制度の趣旨」という。）を理解したこと並びに第十条第二項第三号ハ及び第六号イに該当することを明らかにする技能実習生の作成に係る書類

(xviii) a document prepared by the technical intern trainee clearly showing that the trainee understands the purpose of the technical intern training program (hereinafter referred to as "purpose of the program"), which is to promote international cooperation through the transfer of skills, technique or knowledge (hereinafter referred to as "skills, etc.") to developing regions or elsewhere, and that the trainee comes under Article 10, paragraph (2), item (iii), sub-item(c) and item (vi), sub-item (b);

十九 団体監理型技能実習に係るものである場合にあっては、団体監理型技能実習の申込みの取次ぎ又は外国における団体監理型技能実習の準備に関し団体監理型技能実習生が取次送出機関又は外国の準備機関に支払った費用の額及び内訳並びに団体監理型技能実習生がこれを十分に理解したことを明らかにした書類

(xix) in cases related to supervising-organization-type technical intern training, a document clearly showing the amount and breakdown of the expenses which the supervising-organization-type technical intern trainee has paid to the sending organization acting as a broker in sending the application for supervising-organization-type technical intern training, or to the preparatory organization in a foreign country for the preparations for the supervising-organization-type technical intern training in a foreign country; and also clearly showing that the supervising-organization-type technical intern trainee has sufficiently understood the relevant amount and breakdown;

二十 技能実習を行わせる理由を記載した書類

(xx) a document describing the reason for having the technical intern trainees engage in the technical intern training;

二十一 団体監理型技能実習に係るものである場合にあつては、第十条第二項第三号へに規定する推薦に係る推薦状

(xxi) a recommendation letter for the recommendation as prescribed in Article 10, paragraph (2), item (iii), sub-item (f), in cases related to supervising-organization-type technical intern training;

二十二 第二号技能実習に係るものである場合にあつては、基礎級の技能検定（職業能力開発促進法（昭和四十四年法律第六十四号）第四十四条第一項の技能検定をいう。以下同じ。）又はこれに相当する技能実習評価試験（法第八条第二項第六号に規定する技能実習評価試験をいう。以下同じ。）に合格したことを技能検定又は技能実習評価試験の実施者が証明する書面の写し

(xxii) in cases related to technical intern training (ii), a copy of a document in which the test conductor of a trade skills test certifies that the technical intern trainee has passed the basic trade skills test (meaning the trade skills test as provided for in Article 44, paragraph (1) of the Human Resources Development Promotion Act (Act No. 64 of 1969); the same applies hereinafter), or the test conductor of a technical intern training evaluation examination certifies that the technical intern trainee has passed an equivalent technical intern training evaluation examination (meaning the technical intern training evaluation examination as provided for in Article 8, paragraph (2), item (vi) of the Act);

二十三 第三号技能実習に係るものである場合にあつては、三級の技能検定又はこれに相当する技能実習評価試験の実技試験に合格したことを技能検定又は技能実習評価試験の実施者が証明する書面の写し

(xxiii) in cases related to technical intern training (iii), a copy of a document in which the test conductor of a trade skills test or a technical intern training evaluation examination certifies that the technical intern trainee has passed the practical section of the grade 3 trade skills test, or the test conductor of a technical intern training evaluation examination certifies that the technical intern trainee has passed the practical section of an equivalent technical intern training evaluation examination;

二十四 第三号技能実習に係るものである場合又は第十六条第二項の規定の適用を受ける必要がある場合にあつては、第十五条の基準を満たすことを明らかにする書類

(xxiv) in cases related to technical intern training (iii) or in cases in which it is necessary to apply the provisions of Article 16, paragraph (2), a document clearly showing that the standards as provided for in Article 15 have been met;

二十五 申請者が法第八条第一項の認定を受けている技能実習計画に係る技能実習生の名簿

(xxv) a list of technical intern trainees related to the technical intern training

plan in which the applicant has received the accreditation as provided for in Article 8, paragraph (1) of the Act; and

二十六 その他必要な書類

(xxvi) other necessary documents.

(技能実習計画の認定の手数料)

(Fees for Accreditation of the Technical Intern Training Plan)

第九条 法第八条第五項（法第十一条第二項において準用する場合を含む。）の主務省令で定める額は、一件につき三千九百円とする。

Article 9 The amount specified by order of the competent ministries as provided for in Article 8, paragraph (5) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be 3,900 yen per technical intern training plan.

(技能実習の目標及び内容の基準)

(Standards for the Goals and Content of the Technical Intern Training)

第十条 法第九条第二号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準のうち技能実習の目標に係るものは、次の各号に掲げる技能実習の区分に応じ、当該各号に定めるとおりとする。

Article 10 (1) The standards specified by order of the competent ministries for the goals of the technical intern training as provided for in Article 9, item (ii) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be as provided for in each respective item corresponding to the category of the technical intern training given in the following items:

一 第一号技能実習 次のいずれかを掲げるものであること。

(i) technical intern training (i): the standard is to have one of the following as a goal:

イ 修得をさせる技能等に係る基礎級の技能検定又はこれに相当する技能実習評価試験の実技試験及び学科試験の合格

(a) to pass the practical and paper section of the basic trade skills test for the skills, etc. to be acquired or of an equivalent technical intern training evaluation examination; or

ロ 修得をさせる技能等を要する具体的な業務ができるようになること及び当該技能等に関する知識の修得を内容とするもの（技能実習の期間に照らし適切なものに限る。）

(b) the content of the goal is to become able to perform specific work which requires the skills, etc. to be acquired and acquire knowledge relating to the relevant skills, etc. (limited to those found to be appropriate in light of the duration of the technical intern training);

二 第二号技能実習 習熟をさせる技能等に係る三級の技能検定又はこれに相当する

技能実習評価試験の実技試験の合格を掲げるものであること。

- (ii) technical intern training (ii): the standard is that the goal is for the technical intern trainee to pass the practical section of the grade 3 trade skills test relevant to increasing proficiency in the skills, etc. or of an equivalent technical intern training evaluation examination; and

三 第三号技能実習 熟達をさせる技能等に係る二級の技能検定又はこれに相当する技能実習評価試験の実技試験の合格を掲げるものであること。

- (iii) technical intern training (iii): the standard is that the goal is for the technical intern trainee to pass the practical section of the grade 2 trade skills test relevant to attaining proficiency in the skills, etc. or of an equivalent technical intern training evaluation examination.

2 法第九条第二号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準のうち技能実習の内容に係るものは、次のとおりとする。

- (2) The standards specified by order of the competent ministries for the contents of the technical intern training as prescribed in Article 9, item (ii) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) are to be as follows:

一 修得、習熟又は熟達（以下「修得等」という。）をさせる技能等が次のいずれにも該当するものであること。

- (i) the skills, etc. which are to be acquired, whose proficiency is to be increased, or whose proficiency is to be attained (hereinafter referred to as "acquired") are to come under all of the following items:

イ 同一の作業の反復のみによって修得等できるものではないこと。

(a) they cannot be acquired mostly through repetition of the same work; or

ロ 第二号技能実習及び第三号技能実習にあつては、別表第二に掲げる職種及び作業（以下「移行対象職種・作業」という。）に係るものであること。

(b) in cases of technical intern training (ii) and technical intern training (iii), those skills, etc. are related to the job categories and operations listed in Appended Table 2 (hereinafter referred to as "job categories and operations subject to transfer");

二 従事させる業務について、次のいずれにも該当するものであること。

- (ii) the work to be engaged in is to come under all of the following items:

イ 当該業務の性質及び当該業務に従事させるに当たっての実習環境その他の環境に照らし、外国人に技能実習として行わせることが適当でないと認められるものでないこと。

(a) the work is not found inappropriate to have a foreign national engage in as their technical intern training in light of the nature of the work, the practical intern training environment in which the trainee is to engage in the work, and other environments;

ロ 技能実習を行わせる事業所において通常行われている業務であり、当該事業所に備えられた技能等の修得等に必要な素材、材料等を用いるものであること。

(b) the work is normally performed at the place of business where the technical intern training is conducted, and the materials, substances, or other things necessary for acquiring the skills etc. are available at that place of business, and are used in that work;

ハ 移行対象職種・作業に係るものにあつては、次に掲げる業務の区分に応じ、当該業務に従事させる時間が、それぞれ次に掲げる条件に適合すること。

(c) in cases of work relating to the job categories and operations subject to transfer, the following requirements are satisfied for the hours during which the trainee is to engage in that work, according to the relevant work category:

(1) 必須業務（技能実習生が修得等をしようとする技能等に係る技能検定又はこれに相当する技能実習評価試験の試験範囲に基づき、技能等を修得等するために必ず行わなければならない業務をいう。以下このハにおいて同じ。） 業務に従事させる時間全体の二分の一以上であること。

1. required work (meaning work in which the technical intern trainee must engage in order to be able to acquire the skills, etc., based on the test range of the trade skills test for the skills, etc. which the trainee seeks to acquire or the test range of the equivalent technical intern training evaluation examination; the same applies hereinafter in (c)): one-half or more of the total hours during which the trainee engages in work in the place of business in question;

(2) 関連業務（必須業務に従事する者により当該必須業務に関連して行われることのある業務であつて、修得等をさせようとする技能等の向上に直接又は間接に寄与する業務をいう。） 業務に従事させる時間全体の二分の一以下であること。

2. related work (meaning work which the person engaging in the required work performs in connection with that required work, and which directly or indirectly contributes to improvement of the skills, etc. to be acquired): one-half or less of the total hours during which the trainee engages in work in the place of business in question; and

(3) 周辺業務（必須業務に従事する者が当該必須業務に関連して通常携わる業務（（2）に掲げるものを除く。）をいう。） 業務に従事させる時間全体の三分の一以下であること。

3. peripheral work (meaning work which the person performing the required work (excluding the work given in 2.) is normally engaged in in relation to that required work): one-third or less of the total hours during which the trainee engages in work in the place of business in question;

ニ 移行対象職種・作業に係るものにあつては、ハ（１）から（３）までに掲げる業務について、それぞれ、従事させる時間のうち十分の一以上を当該ハ（１）から（３）までに掲げる業務に関する安全衛生に係る業務に充てること。

- (d) in cases relating to job categories and operations subject to transfer, with regard to the work given in (c), 1. through 3., one-tenth or more of hours during which the trainee engages in each respective type of work is to be allocated to work pertaining to safety and sanitation for the work listed in (c), 1. through 3.;
- ホ 移行対象職種・作業に係るものでないものにあつては、従事させる業務に関する安全衛生に係る業務を行わせること。
- (e) in cases not relating to job categories and operations subject to transfer, the trainee is to engage in work pertaining to safety and sanitation for the work to be performed; and
- ヘ ハからホまでに掲げるもののほか、技能実習の期間を通じた業務の構成が、技能実習の目標に照らして適切なものであること。
- (f) in addition to those matters listed in (c) through (e), the composition of the work for the duration of the technical intern training is to be appropriate in light of the goals of the technical intern training;
- 三 技能実習生が次のいずれにも該当する者であること。
- (iii) the technical intern trainee is to come under all of the following:
- イ 十八歳以上であること。
- (a) the technical intern trainee is 18 years of age or above;
- ロ 制度の趣旨を理解して技能実習を行おうとする者であること。
- (b) the technical intern trainee is to be a person who seeks to engage in the technical intern training and who understands the purpose of the program;
- ハ 本国に帰国後本邦において修得等をした技能等を要する業務に従事することが予定されていること。
- (c) the technical intern trainee plans to engage in work requiring the skills etc. acquired, etc. in Japan after returning to their home country;
- ニ 企業単独型技能実習に係るものである場合にあつては、申請者の外国にある事業所又は第二条の外国の公私の機関の外国にある事業所の常勤の職員であり、かつ、当該事業所から転勤し、又は出向する者であること。
- (d) in cases relating to individual-enterprise-type technical intern training, the technical intern trainee is a full-time employee of a place of business in a foreign country of the applicant, or a place of business in a foreign country of the foreign public or private organization as provided for in Article 2, and is transferred or seconded from that place of business;
- ホ 団体監理型技能実習に係るものである場合にあつては、本邦において従事しようとする業務と同種の業務に外国において従事した経験を有すること又は団体監理型技能実習に従事することを必要とする特別な事情があること。
- (e) in cases relating to supervising-organization-type technical intern training, the technical intern trainee has experience of engaging in the same kind of work in a foreign country as the work in which the trainee seeks to engage while in Japan, or there are special grounds on which the

technical intern trainee needs to engage in the supervising-organization-type technical intern training;

へ 団体監理型技能実習に係るものである場合にあつては、当該者が国籍又は住所を有する国又は地域（出入国管理及び難民認定法（昭和二十六年政令第三百十九号。以下「入管法」という。）第二条第五号ロに規定する地域をいう。以下同じ。）の公的機関（政府機関、地方政府機関又はこれらに準ずる機関をいう。以下同じ。）から推薦を受けて技能実習を行おうとする者であること。

(f) in cases relating to supervising-organization-type technical intern training, the relevant person seeks to engage in the technical intern training after receiving a recommendation from a public organization (meaning a national government agency, local government agency, or their equivalent organization; the same applies hereinafter) of a country or region where the person has a nationality or address (meaning the region as prescribed in Article 2, item (v), sub-item (b) of the Immigration Control and Refugee Recognition Act (Cabinet Order No. 319 of 1951; hereinafter referred to as "Immigration Control Act"));

ト 第三号技能実習に係るものである場合にあつては、次のいずれかに該当するものであること。

(g) in cases relating to technical intern training (iii), coming under one of the following:

(1) 第二号技能実習の終了後本国に一月以上一時帰国してから第三号技能実習を開始するものであること。

1. the technical intern trainee commences technical intern training (iii) after returning temporarily to their home country for one month or more following the completion of technical intern training (ii); or

(2) 第二号技能実習の終了後引き続き第三号技能実習を開始してから一年以内に技能実習を休止して一月以上一年未満の期間一時帰国した後、休止している技能実習を再開するものであること。

2. the technical intern trainee has started technical intern training (iii) continuing on from the completion of technical intern training (ii); has suspended that training and returned to their home country temporarily within one year of that start; has stayed there for one month or more but less than one year; and recommences it; and

チ 同じ技能実習の段階（第一号技能実習、第二号技能実習又は第三号技能実習の段階をいう。）に係る技能実習を過去に行ったことがないこと（やむを得ない事情がある場合を除く。）。

(h) the technical intern trainee has not engaged in technical intern training of the same stage in the past (meaning the stages of technical intern training (i), technical intern training (ii) or technical intern training (iii)) (except for cases in which there are unavoidable circumstances);

四 申請者が次のいずれにも該当する者であること。



(iv) the applicant is to come under all of the following items:

イ 制度の趣旨を理解して技能実習を行わせようとする者であること。

(a) a person that seeks to have the technical intern trainees engage in the technical intern training and that understands the purpose of the program;  
or

ロ 第二号技能実習に係るものである場合にあっては、当該技能実習計画に係る技能実習生に第一号技能実習を行わせた者であること（第一号技能実習を行わせた者が第二号技能実習を行わせることができない場合、第一号技能実習を行わせた者が第二号技能実習を行わせることが適当でない場合その他やむを得ない事情がある場合を除く。）。

(b) in cases relating to technical intern training (ii), a person that had the technical intern trainee relevant to the technical intern training plan engage in technical intern training (i) (excluding cases in which the person that had the technical intern trainee engage in technical intern training (i) is unable to have that trainee engage in technical intern training (ii), cases in which it is not appropriate for the person that had the technical intern trainee engage in technical intern training (i) to have that trainee engage in technical intern training (ii), and other cases in which there are unavoidable circumstances);

五 外国の準備機関又はその役員が、過去五年以内に、技能実習を行わせようとする者に不正に法第八条第一項若しくは第十一条第一項の認定を受けさせる目的、監理事業を行おうとする者に不正に法第二十三条第一項若しくは第三十二条第一項の許可若しくは法第三十一条第二項の更新を受けさせる目的、出入国若しくは労働に関する法令の規定に違反する事実を隠蔽する目的又はその事業活動に関し外国人に不正に入管法第三章第一節若しくは第二節の規定による証明書の交付、上陸許可の証印（入管法第九条第四項の規定による記録を含む。以下同じ。）若しくは許可、同章第四節の規定による上陸の許可若しくは入管法第四章第一節若しくは第二節若しくは第五章第三節の規定による許可を受けさせる目的で、偽造若しくは変造された文書若しくは図画又は虚偽の文書若しくは図画を行使し、又は提供する行為を行っていないこと。

(v) the preparatory organization in a foreign country or its officer has not committed an act of using or providing a forged, altered, or false document or drawing within the past five years, for the purpose of having the person whom it seeks to have engage in the technical intern training obtain the accreditation provided for in Article 8, paragraph (1) or Article 11, paragraph (1) of the Act illegally; for the purpose of having the person seeking to engage in the supervising business obtain the license provided for in Article 23, paragraph (1) or Article 32, paragraph (1) of the Act or the renewal provided for in Article 31, paragraph (2) of the Act illegally; for the purpose of concealing facts which violate the provisions of laws and regulations relating to immigration or labor; or for the purpose of having a foreign national, in

relation to its business activities, illegally obtain the certificate, seal of verification (including the record provided for in the provisions of Article 9, paragraph (4) of the Immigration Control Act; the same applies hereinafter) or permission for landing provided for in the provisions of Chapter III, Section 1 or Section 2 of the Immigration Control Act, the permission for landing provided for in the provisions of Section 4 of the same Chapter, or the permission provided for in the provisions of Chapter IV, Section 1 or Section 2 or Chapter V, Section 3 of the Immigration Control Act;

六 技能実習の実施に関し次のいずれにも該当すること。

(vi) the standard is to be that all of the following are satisfied in relation to implementation of the technical intern training;

イ 技能実習生等（技能実習生又は技能実習生になろうとする者をいう。以下同じ。）又はその配偶者、直系若しくは同居の親族その他技能実習生等と社会生活において密接な関係を有する者が、当該技能実習生等が本邦において行う技能実習に関連して、保証金の徴収その他名目のいかんを問わず、金銭その他の財産を管理されず、かつ、技能実習に係る契約の不履行について違約金を定める契約その他の不当に金銭その他の財産の移転を予定する契約をしないこと。

(a) a technical intern trainee, etc. (meaning a technical intern trainee or a person who wishes to become a technical intern trainee; the same applies hereinafter), their spouse, their lineal relative, their relative cohabiting with the trainee, etc., or any other person who has a close relationship with the trainee, etc. as a part of their life is not subject to the management of their money or other property, for the technical intern training which the relevant trainee, etc. engages in while in Japan, regardless of whether that management is conducted as a collection of deposit or for any other reason; and does not enter into a contract that stipulates penalties for non-performance of a contract relating to the technical intern training, or enter into any other contract which expects unjust transfer of money or other property;

ロ 申請者又は外国の準備機関（団体監理型技能実習に係るものである場合にあっては、申請者、監理団体、取次送出機関又は外国の準備機関）が、他のこれらの者との間で、技能実習生等が本邦において行う技能実習に関連して、技能実習に係る契約の不履行について違約金を定める契約その他の不当に金銭その他の財産の移転を予定する契約をしていないこと。

(b) the applicant or preparatory organization in a foreign country (or, in cases relating to supervising-organization-type technical intern training, the applicant, supervising organization, sending organization acting as a broker, or foreign preparatory organization) has not entered into a contract with any other equivalent person that stipulates penalties for non-performance of a contract relating to the technical intern training or otherwise expects the unjust transfer of money or other property, for the

technical intern training which the technical intern trainee, etc. engages in while in Japan;

ハ 企業単独型技能実習に係るものである場合にあつては申請者が、団体監理型技能実習に係るものである場合にあつては申請者及び監理団体が、技能実習に関連して、技能実習生に対する暴行、脅迫、自由の制限その他人権を侵害する行為が行われていないことを定期的に確認すること。

(c) the applicant in cases relating to individual-enterprise-type technical intern training, or the applicant or the supervising organization in cases relating to supervising-organization-type technical intern training confirms on a regular basis that the technical intern trainee is not being subjected to assault, intimidation, restriction of freedom or any other act of infringement of human rights in relation to the technical intern training; and

ニ 団体監理型技能実習に係るものである場合にあつては、団体監理型技能実習生等（団体監理型技能実習生又は団体監理型技能実習生になろうとする者をいう。以下同じ。）が団体監理型技能実習の申込みの取次ぎ又は外国における団体監理型技能実習の準備に関して取次送出機関又は外国の準備機関に支払う費用につき、その額及び内訳を十分に理解してこれらの機関との間で合意していること。

(d) in cases relating to supervising-organization-type technical intern training, the supervising-organization-type technical intern trainee, etc. (meaning the supervising-organization-type technical intern trainee or a person who wishes to become a supervising-organization-type technical intern trainee; the same applies hereinafter) has sufficiently understood the amount and breakdown of expenses to be paid to the intermediating sending organization for the mediation for the application for the supervising-organization-type technical intern training, or those to be paid to the preparatory organization in a foreign country for the preparations in a foreign country for the training; and has entered into an agreement on it with these organizations;

七 第一号技能実習に係るものである場合にあつては、入国後講習が次のいずれにも該当するものであること。

(vii) in cases relating to technical intern training (i), the post-entry lectures are to fall under all of the following items:

イ 第一号企業単独型技能実習に係るものである場合にあつては申請者が、第一号団体監理型技能実習に係るものである場合にあつては監理団体が、自ら又は他の適切な者に委託して、座学（見学を含む。ハにおいて同じ。）により実施するものであること。

(a) the applicant in cases relating to individual-enterprise-type technical intern training (i) or the supervising organization in cases relating to supervising-organization-type technical intern training (i) personally implements the classroom lectures (including observation tours; the same

applies in (c)) or entrusts them to an appropriate person;

ロ 科目が次に掲げるものであること。

(b) the subjects are as listed below:

(1) 日本語

1. Japanese language;

(2) 本邦での生活一般に関する知識

2. knowledge of general life in Japan;

(3) 出入国又は労働に関する法令の規定に違反していることを知ったときの対応方法その他技能実習生の法的保護に必要な情報（専門的な知識を有する者（第一号団体監理型技能実習に係るものである場合にあっては、申請者又は監理団体に所属する者を除く。）が講義を行うものに限る。）

3. response methods and other necessary information to legally protect the technical intern trainee if the trainee becomes aware of a violation of the provisions of laws and regulations relating to immigration or labor (limited to cases in which a person with specialized knowledge (excluding the applicant or a person belonging to the supervising organization, in cases relating to supervising-organization-type technical intern training (i)) is to give the lectures); and

(4) (1) から (3) までに掲げるもののほか、本邦での円滑な技能等の修得等に資する知識

4. in addition to those subjects listed in 1. through 3., knowledge that contributes to the smooth acquisition, etc. of skills etc. in Japan;

ハ その総時間数（実施時間が八時間を超える日については、八時間として計算する。）が、技能実習生が本邦において行う第一号技能実習の予定時間全体の六分の一以上（当該技能実習生が、過去六月以内に、本邦外において、ロ（１）、（２）又は（４）に掲げる科目につき、一月以上の期間かつ百六十時間以上の課程を有し、座学により実施される次のいずれかの講習（以下「入国前講習」という。）を受けた場合にあっては、十二分の一以上）であること。

(c) the total number of hours (the hours for the lectures per day are calculated as eight hours for days when the implementation time exceeds eight hours) is one-sixth or more of the total number of scheduled hours of technical intern training (i) which the technical intern trainee engages in while in Japan (or one-twelfth or more of that total number, if, within six months before the technical intern trainee came to Japan, the trainee has taken any of the following lectures outside Japan in which at least 160 hours program for the subjects listed in (b), 1., 2. or 4. is implemented for a month or more through classroom lectures (those lectures are hereinafter referred to as "pre-entry lectures"));

(1) 第一号企業単独型技能実習に係るものである場合にあっては申請者が、第一号団体監理型技能実習に係るものである場合にあっては監理団体が、自ら又は他の適切な者に委託して実施するもの

1. the lectures which the applicant implements personally or entrusts to an appropriate person, in cases pertaining to individual-enterprise-type technical intern training (i); or the supervising organization implements personally or entrusts to an appropriate person, in cases pertaining to supervising-organization-type technical intern training (i);
  - (2) 外国の公的機関又は教育機関（第一号企業単独型技能実習に係るものにあつては、これらの機関又は第二条の外国の公私の機関）が行うものであつて、第一号企業単独型技能実習に係るものである場合にあつては申請者、第一号団体監理型技能実習に係るものである場合にあつては監理団体において、その内容が入国後講習に相当すると認めたもの
2. the lectures which are implemented by a public organization or an educational organization in a foreign country (or by these organizations or the public or private organization in a foreign country as provided for in Article 2, in cases relating to individual-enterprise-type technical intern training (i)), and whose contents have been found to be equivalent to the post-entry lectures by the applicant in cases relating to individual-enterprise-type technical intern training (i), or by the supervising organization in cases relating to supervising-organization-type technical intern training (i); and
  - ニ 第一号企業単独型技能実習に係るものである場合にあつてはロ（3）に掲げる科目、第一号団体監理型技能実習に係るものである場合にあつては全ての科目について、修得させようとする技能等に係る業務に従事させる期間より前に行われ、かつ、当該科目に係る入国後講習の期間中は技能実習生を業務に従事させないこと。
- (d) in cases relating to individual-enterprise-type technical intern training (i), the lectures for the subject given in (b), 3. are held before the period of having the trainee engage in the work relating to the skills, etc. which the trainee is to acquire, and the technical intern trainee is not made to engage in work during the period of the post-entry lectures for that subject; or in cases relating to supervising-organization-type technical intern training (i), the lectures for all of the subjects are held before that period of having the trainee engage in the work relating to those skills, etc., and the trainee is not made to engage in work during the period of the post-entry lectures for those subjects; and
  - 八 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものにあつては、当該特定の職種及び作業に係る事業所管大臣（法第五十三条に規定する事業所管大臣をいう。以下同じ。）が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める基準に適合すること。
- (viii) in addition to those matters listed in each of the preceding items, in cases

relating to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the standards provided for in a public notice by the competent minister for the business relating to those specific job categories and operations (meaning the competent minister for the business pertaining to such job categories and operations provided for in Article 53 of the Act; the same applies hereinafter) in consideration of the circumstances specific to them after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare are to be met.

- 3 複数の職種及び作業に係る技能実習計画である場合には、主たる職種及び作業（複数の職種及び作業のうち最も技能実習の時間が長いものをいう。以下同じ。）以外の職種及び作業については、法第九条第二号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準のうち技能実習の目標に係るものは、第一項の規定にかかわらず、次のいずれかを掲げるものであること。

- (3) Notwithstanding the provisions of paragraph (1), in cases of a technical intern training plan for multiple job categories and operations, the standards specified by order of the competent ministries as prescribed in Article 9, item (ii) of the Act (including as applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act) for the goals of the technical intern training for job categories or operations other than the principal job categories and operations (meaning out of the multiple job categories and operations, the one where the most time is spent on technical intern training; the same applies hereinafter) are to have any of the following as its goal:

一 修得等をしようとする技能等に係る基礎級の技能検定又はこれに相当する技能実習評価試験の実技試験及び学科試験の合格

(i) to pass the practical and paper section of the basic trade skills test relating to the skills, etc. to be acquired, etc. or of an equivalent technical intern training evaluation examination;

二 修得等をしようとする技能等に係る三級若しくは二級の技能検定又はこれに相当する技能実習評価試験の実技試験の合格

(ii) to pass the practical section of the grade 3 or grade 2 trade skills test relating to the skills, etc. to be acquired, etc. or of an equivalent technical intern training evaluation examination; or

三 修得等をすべき技能等を要する具体的な業務ができるようになること及び当該技能等に関する知識の修得等を内容とするもの（当該技能等に係る業務に従事する時間に照らし適切なものに限る。）

(iii) it is presented as its contents for the trainee to become able to perform specific work which requires the skills, etc. to be acquired, etc. and to acquire, etc. the knowledge relating to those skills, etc. (limited to those found to be appropriate in light of the length of the technical intern training).

- 4 前項に規定する場合には、法第九条第二号（法第十一条第二項において準用する場

合を含む。)の主務省令で定める基準のうち技能実習の内容に係るものは、第二項各号に掲げるもののほか、次のとおりとする。この場合において、同項第三号の規定の適用については、同号ハ中「技能等」とあるのは「主たる職種及び作業に係る技能等」と、同号ホ中「従事しようとする業務」とあるのは「従事しようとする主たる職種及び作業に係る業務」とする。

(4) In cases prescribed in the preceding paragraph, in addition to those standards listed in each of the items of paragraph (2), the standards specified by order of the competent ministries for the contents of technical intern training as provided for in Article 9, item (ii) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) are to be as given in the following items. In such a case, with regard to application of the provisions of paragraph (2), item (iii), the term "skills, etc." in sub-item (c) of the same item is deemed to be replaced with "skills, etc. relating to the principal job categories and operations" and the term "work which the trainee seeks to engage in" in sub-item (e) of the same item is deemed to be replaced with "work relating to the principal job categories and operations which the trainee seeks to engage in".

一 いずれの職種及び作業も移行対象職種・作業であること。

(i) All of the job categories and operations are those subject to transfer; and

二 それぞれの職種及び作業に係る技能等が相互に関連しており、複数の職種及び作業に係る技能実習を行うことに合理的な理由があること。

(ii) The skills, etc. relating to each job category and operation are related to each other, and there is a rational reason for conducting technical intern training for multiple job categories and operations.

(主務省令で定める評価)

(Evaluations Provided for by Order of the Competent Ministries)

第十一条 法第九条第五号（法第十一条第二項において準用する場合を含む。）の主務省令で定める評価は、技能実習の目標（前条第一項第一号ロ及び第三項第三号に係るものに限る。）が全て達成されているかどうかを技能実習指導員が確認することとする。

Article 11 (1) The evaluations provided for by Order of the competent ministries as prescribed in Article 9, item (v) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be made through the technical intern training instructor confirming whether all of the goals (limited to the goals relating to paragraph (1), item (i), sub-item (b) and paragraph (3), item (iii) of the preceding Article) of the technical intern training have been met.

2 技能実習指導員は、前項の評価を行うに当たっては、技能実習責任者を確認の場に立ち会わせることその他の方法により、評価の公正な実施の確保に努めなければならない。

- (2) When the technical intern training instructor conducts the evaluation as provided for in the preceding paragraph, the technical intern training instructor shall endeavor to ensure fair implementation of the evaluation by having the technical intern training manager present at the site where the confirmation is to be carried out or through other means.

(技能実習を行わせる体制及び事業所の設備)

(Structure for the Technical Intern Training and Equipment of the Place of Business)

第十二条 法第九条第六号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準のうち技能実習を行わせる体制に係るものは、次のとおりとする。

Article 12 (1) The standards provided for by order of the competent ministries for the structure for conducting the technical intern training as provided for in Article 9, item (vi) of the Act (including as applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act) are to be as follows:

一 技能実習責任者が、自己以外の技能実習指導員、生活指導員その他の技能実習に関与する職員を監督し、技能実習の進捗状況を管理するほか、次に掲げる事項を統括管理することとされていること。

(i) the technical intern training manager is to supervise the technical intern training instructors, life guidance counsellors and other personnel involved in the technical intern training other than the relevant manager, manage the progress of the technical intern training, and in addition, generally supervise the following:

イ 技能実習計画の作成に関すること。

(a) matters relating to preparation of the technical intern training plan;

ロ 法第九条第五号（法第十一条第二項において準用する場合を含む。）に規定する技能実習生が修得等をした技能等の評価に関すること。

(b) matters relating to evaluation of the skills etc. acquired, etc. by the technical intern trainee as provided for in Article 9, item (v) of the Act (including as applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act);

ハ 法又はこれに基づく命令の規定による法務大臣及び厚生労働大臣若しくは出入国在留管理庁長官及び厚生労働大臣又は機構（団体監理型技能実習に係るものである場合にあっては、法務大臣及び厚生労働大臣若しくは出入国在留管理庁長官及び厚生労働大臣若しくは機構又は監理団体）に対する届出、報告、通知その他の手続に関すること。

(c) matters relating to the notifications, reports and notices to be submitted to the Minister of Justice and the Minister of Health, Labor and Welfare, to the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare, or to the OTIT (or to the Minister of Justice and the Minister of Health, Labor and Welfare, to the Commissioner of the



- Immigration Services Agency and the Minister of Health, Labor and Welfare, to the OTIT, or to the supervising organization, in cases relating to supervising-organization-type technical intern training) pursuant to the provisions of the Act or orders based thereon, and other matters relating to procedures;
- ニ 法第二十条に規定する帳簿書類の作成及び保管並びに法第二十一条に規定する報告書の作成に関すること。
- (d) matters relating to the preparation and storage of books and documents provided for in Article 20 of the Act and the preparation of the written report prescribed in Article 21 of the Act;
- ホ 技能実習生の受入れの準備に関すること。
- (e) matters relating to preparation for the acceptance of technical intern trainees;
- ヘ 団体監理型技能実習に係るものである場合にあつては、監理団体との連絡調整に関すること。
- (f) matters relating to contact and coordination with the supervising organization in cases relating to supervising-organization-type technical intern training;
- ト 技能実習生の保護に関すること。
- (g) matters relating to protection of technical intern trainees;
- チ 技能実習生の労働条件、産業安全及び労働衛生に関すること。
- (h) matters relating to labor conditions, industrial safety and occupational health of technical intern trainees; and
- リ 国及び地方公共団体の機関であつて技能実習に関する事務を所掌するもの、機構その他関係機関との連絡調整に関すること。
- (i) matters relating to an organization of the national government or local government which has jurisdiction over affairs relating to technical intern training and matters relating to contact and coordination with the OTIT or other relevant organizations;
- 二 技能実習の指導を担当する者として、申請者又はその常勤の役員若しくは職員のうち、技能実習を行わせる事業所に所属する者であつて、修得等をさせようとする技能等について五年以上の経験を有し、かつ、次のいずれにも該当しないものの中から技能実習指導員を一名以上選任していること。
- (ii) at least one technical intern training instructor is to be appointed as a person responsible for instruction for the technical intern training, among the applicant, their full-time officers, or their employees that belong to the place of business where the technical intern training is conducted; have five years' experience or more with regard to the skills, etc. which the trainee is to acquire, etc.; and do not fall under any of the following sub-items:
- イ 法第十条第一号から第八号まで又は第十号のいずれかに該当する者
- (a) a person who falls under any of Article 10, items (i) through (viii) and

item (x) of the Act;

ロ 過去五年以内に出入国又は労働に関する法令に関し不正又は著しく不当な行為をした者

(b) a person who has committed an illegal or some other significantly unjustifiable act in relation to the laws and regulations relating to immigration or labor within the past five years; or

ハ 未成年者

(c) a minor;

三 技能実習生の生活の指導を担当する者として、申請者又はその常勤の役員若しくは職員のうち、技能実習を行わせる事業所に所属する者であつて、前号イからハマまでのいずれにも該当しないものの中から生活指導員を一名以上選任していること。

(iii) at least one life guidance counsellor is to be appointed as a person responsible for instruction for living guidance, from among the applicant, their full-time officers, or their employees that belong to the place of business where the technical intern training is conducted; and do not fall under any of sub-items (a) through (c) of the preceding item;

四 第一号企業単独型技能実習に係るものである場合にあつては申請者が、第一号団体監理型技能実習に係るものである場合にあつては監理団体が、入国後講習を実施する施設を確保していること。

(iv) in cases relating to individual-enterprise-type technical intern training (i), the applicant has secured facilities for implementation of the post-entry lectures; or in cases relating to supervising-organization-type technical intern training (i), the supervising organization has secured facilities for implementation of the post-entry lectures;

五 企業単独型技能実習に係るものである場合にあつては申請者が、団体監理型技能実習に係るものである場合にあつては申請者又は監理団体が、申請者の事業に関する労働者災害補償保険法（昭和二十二年法律第五十号）による労働者災害補償保険に係る保険関係の成立の届出その他これに類する措置を講じていること。

(v) in cases relating to individual-enterprise-type technical intern training, the applicant has given notification of the establishment of insurance relations for industrial accident compensation insurance pursuant to the Act on the Collection, etc. of Insurance Premiums of Labor Insurance (Act No. 50 of 1947) or has taken other similar measures in connection with the business of the applicant; or in cases relating to supervising-organization-type technical intern training, the applicant or supervising organization has given that notification or has taken other similar measures in connection with the business of the applicant;

六 企業単独型技能実習に係るものである場合にあつては申請者が、団体監理型技能実習に係るものである場合にあつては監理団体が、第十条第二項第三号トに規定する一時帰国に要する旅費（同号ト（１）に規定するものについては、第二号技能実習生が第二号技能実習を行っている間に法第八条第一項の認定の申請がされた場合

に限る。第五十二条第九号において同じ。) 及び技能実習の終了後の帰国に要する旅費を負担するとともに、技能実習の終了後の帰国が円滑になされるよう必要な措置を講ずることとしていること。

(vi) in cases relating to individual-enterprise-type technical intern training, the applicant is to pay for the travel expenses required for the temporary return to the home country provided for in Article 10, paragraph (2), item (iii), sub-item(g) (for the temporary return provided for in the same item, sub-item (g), 1., the relevant case is limited to those in which the application for accreditation set forth under Article 8, paragraph (1) of the Act is made while the technical intern trainee (ii) is engaging in technical intern training (ii); the same applies in Article 52, item (ix)) and the travel expenses required for return to the home country after completion of the technical intern training, and is to take necessary measures to ensure smooth return to the home country after the conclusion of the technical intern training; or in cases relating to supervising-organization-type technical intern training, the supervising organization is to pay for the relevant travel expenses required for the temporary return to the home country and for return to the home country after completion of the technical intern training, and is to take the aforementioned necessary measures;

七 団体監理型技能実習において、監理団体が団体監理型技能実習の申込みの取次ぎを受ける場合にあっては、外国の送出国からの取次ぎであること。

(vii) if the supervising organization is to receive an application for supervising-organization-type technical intern training through a broker, that broker is a sending organization in a foreign country;

八 申請者又はその役員（業務を執行する社員、取締役、執行役又はこれらに準ずる者をいい、相談役、顧問その他いかなる名称を有する者であるかを問わず、法人に対し業務を執行する社員、取締役、執行役又はこれらに準ずる者と同様以上の支配力を有するものと認められる者を含む。次号において同じ。）若しくは職員が、過去五年以内に技能実習生の人権を著しく侵害する行為を行っていないこと。

(viii) the applicant, their officer (meaning the personnel, director, or executive officer who conducts business, or a person equivalent to them; and including persons who are considered to have control power equivalent to or greater than the personnel, director, or executive officer who conducts business towards a corporation, or their equivalent person, regardless of whether they are a counselor, advisor or have any other title), or their employee has not committed an act of serious infringement of the human rights of a technical intern trainee within the past five years;

九 申請者又はその役員若しくは職員が、過去五年以内に、不正に法第八条第一項若しくは第十一条第一項の認定を受ける目的、監理事業を行おうとする者に不正に法第二十三条第一項若しくは第三十二条第一項の許可若しくは法第三十一条第二項の更新を受けさせる目的、出入国若しくは労働に関する法令の規定に違反する事実を

隠蔽する目的又はその事業活動に関し外国人に不正に入管法第三章第一節若しくは第二節の規定による証明書の交付、上陸許可の証印若しくは許可、同章第四節の規定による上陸の許可若しくは入管法第四章第一節若しくは第二節若しくは第五章第三節の規定による許可を受けさせる目的で、偽造若しくは変造された文書若しくは図画又は虚偽の文書若しくは図画を行使し、又は提供する行為を行っていないこと。

(ix) the applicant, their officer, or their employee has not committed an act of using or providing a forged, altered, or false document or drawing within the past five years, for the purpose of obtaining the accreditation as provided for in Article 8, paragraph (1) or Article 11, paragraph (1) of the Act illegally; for the purpose of having a person seeking to engage in supervising business obtain the license as provided for in Article 23, paragraph (1) or Article 32, paragraph (1) of the Act or the renewal as provided for in Article 31, paragraph (2) of the Act illegally; for the purpose of concealing facts in violation of the provisions of laws and regulations relating to immigration or labor; or for the purpose of having a foreign national, in relation to their business activities, illegally obtain the certificate provided for in the provisions of Chapter III, Section 1 or Section 2 of the Immigration Control Act, a seal of verification or permission for landing, the permission for landing provided for in the provisions of Section 4 of the same Chapter, or the permission provided for in the provisions of Chapter IV, Section 1 or Section 2 or Chapter V, Section 3 of the Immigration Control Act;

十 法第十六条第一項各号のいずれかに該当するに至ったときは、直ちに、企業単独型実習実施者にあつては機構に、団体監理型実習実施者にあつては監理団体に、当該事実を報告することとされていること。

(x) in cases coming to fall under any of the items of Article 16, paragraph (1) of the Act, the relevant fact is to be reported immediately to the OTIT in cases of an organization implementing individual-enterprise-type technical intern training or to the supervising organization in cases of an organization implementing supervising-organization-type technical intern training;

十一 申請者又は監理団体において、技能実習生との間で、技能実習計画と反する内容の取決めをしていないこと。

(xi) arrangements whose contents differ from the technical intern training plan have not been made by the applicant or supervising organization;

十二 団体監理型技能実習に係るものであり、監理団体が法第三十六条第一項の規定による改善命令を受けたことがある場合にあっては、当該監理団体が改善に必要な措置をとっていること。

(xii) the supervising organization has taken the necessary measures for improvement, if the relevant case is related to supervising-organization-type technical intern training, and the supervising organization has received an order for improvement under Article 36, paragraph (1) of the Act;

十三 技能実習生に対する指導体制その他の技能実習を継続して行わせる体制が適切

に整備されていること。

(xiii) a structure for instruction for the technical intern trainees or some other framework to ensure continuous implementation of the technical intern training has been appropriately prepared; and

十四 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものにあつては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める基準に適合すること。

(xiv) in addition to those matters listed in each of the preceding items, in cases relating to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the standards provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare are to be met.

2 法第九条第六号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準のうち技能実習を行わせる事業所の設備に係るものは、次のとおりとする。

(2) The standards specified by order of the competent ministries for the equipment of the place of business where the technical intern training is conducted, as provided for in Article 9, item (vi) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) are as given in the following items:

一 技能等の修得等に必要な機械、器具その他の設備を備えていること。

(i) the machinery, apparatus and other equipment necessary for acquisition, etc. of the skills, etc. are available; and

二 前号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものにあつては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める基準に適合すること。

(ii) in addition to those matters listed in the preceding item, in cases related to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the standards provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare are to be met.

（技能実習責任者の選任）

（Appointment of Technical Intern Training Managers）

第十三条 法第九条第七号（法第十一条第二項において準用する場合を含む。）に規定

する技能実習責任者の選任は、申請者又はその常勤の役員若しくは職員であつて、自己以外の技能実習指導員、生活指導員その他の技能実習に関与する職員を監督することができる立場にあり、かつ、過去三年以内に技能実習責任者に対する講習として法務大臣及び厚生労働大臣が告示で定めるものを修了した者のうち、前条第一項第二号イからハまでのいずれにも該当しない者の中からしなければならない。

Article 13 The appointment as a technical intern training manager as provided for in Article 9, item (vii) of the Act (including as applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act) must be made from among the applicant, their full-time officer or their employee that is in a position of being able to supervise the technical intern training instructors, life guidance counsellors and other personnel involved in the technical intern training other than themselves; has completed the course for technical intern training managers provided for by the Minister of Justice and the Minister of Health, Labour and Welfare in a public notice within the past three years; and does not fall under any of paragraph (1), item (ii), sub-items (a) through (c) of the preceding Article.

(技能実習生の待遇の基準)

(Standards for Treatment of Technical Intern Trainees)

第十四条 法第九条第九号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準は、次のとおりとする。

Article 14 The standards as provided for by order of the competent ministries as prescribed in Article 9, item (ix) of the Act (including as applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act) are to be as follows:

一 企業単独型技能実習に係るものである場合にあつては申請者が、団体監理型技能実習に係るものである場合にあつては申請者又は監理団体が、技能実習生のための適切な宿泊施設を確保していること。

(i) in cases relating to individual-enterprise-type technical intern training, the applicant has secured appropriate accommodation for the technical intern trainees; or in cases relating to supervising-organization-type technical intern training, the applicant or the supervising organization has secured appropriate accommodation for the technical intern trainees;

二 第一号企業単独型技能実習に係るものである場合にあつては申請者が、第一号団体監理型技能実習に係るものである場合にあつては申請者又は監理団体が、手当の支給その他の方法により、第一号技能実習生が入国後講習に専念するための措置を講じていること。

(ii) in cases relating to individual-enterprise-type technical intern training, the applicant has taken measures to enable technical intern trainees (i) to concentrate on their post-entry lectures through the payment of an allowance or some other method; or in cases pertaining to supervising-organization-type technical intern training, the applicant or the supervising organization

has taken those measures;

三 団体監理型技能実習に係るものである場合にあっては、法第二十八条第二項の規定により監理費として徴収される費用について、直接又は間接に団体監理型技能実習生に負担させないこととしていること。

(iii) in cases relating to supervising-organization-type technical intern training, the supervising-organization-type technical intern trainee are not to be made to directly or indirectly pay for the expenses collected as supervision fees pursuant to the provisions of Article 28, paragraph (2) of the Act;

四 食費、居住費その他名目のいかなを問わず技能実習生が定期的に負担する費用について、当該技能実習生が、当該費用の対価として供与される食事、宿泊施設その他の利益の内容を十分に理解した上で申請者との間で合意しており、かつ、当該費用の額が実費に相当する額その他の適正な額であること。

(iv) the technical intern trainee has reached an agreement with the applicant on the expenses to be paid for regularly by the technical intern trainee regardless of whether they are food expenses, accommodation expenses or other expenses, after that trainee sufficiently understood the contents of the meals, accommodation facilities and other benefits to be provided in exchange for those expenses; and the amount of those expenses is equivalent to the actual expenses or is otherwise an appropriate amount; and

五 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものにあっては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める基準に適合すること。

(v) in addition to those matters listed in each of the preceding items, in cases relating to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the standards provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them, after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare are to be met.

(第三号技能実習に係る基準)

(Standards for Technical Intern Training (iii))

第十五条 法第九条第十号（法第十一条第二項において準用する場合を含む。）の主務省令で定める基準は、次に掲げる事項を総合的に評価して、技能等の修得等をさせる能力につき高い水準を満たすと認められるものであることとする。

Article 15 The standards as provided for by order of the competent ministries as provided for in Article 9, item (x) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) are that the applicant is considered to meet the high level of capabilities to ensure the

acquisition of the skills, etc. after the applicant is evaluated comprehensively in the following matters:

一 技能等の修得等に係る実績

(i) achievements on acquisition, etc. of the skills, etc.;

二 技能実習を行わせる体制

(ii) a structure for the technical intern training;

三 技能実習生の待遇

(iii) treatment of the technical intern trainees;

四 出入国又は労働に関する法令への違反、技能実習生の行方不明者の発生その他の問題の発生状況

(iv) the status of violations of laws or regulations relating to immigration or labor, disappearance of technical intern trainees, or other problems;

五 技能実習生からの相談に応じることその他の技能実習生に対する保護及び支援の体制及び実施状況

(v) the system for protection and support of the technical intern trainees such as responses to consultations from the technical intern trainees, and the status of its implementation; and

六 技能実習生と地域社会との共生に向けた取組の状況

(vi) the status of efforts towards harmonious coexistence between the technical intern trainees and the local community.

(技能実習生の数)

(Number of Technical Intern Trainees)

第十六条 法第九条第十一号（法第十一条第二項において準用する場合を含む。）の主務省令で定める数は、次の各号に掲げる技能実習の区分に応じ、当該各号に定めるとおりとする。

Article 16 (1) The number provided for by order of the competent ministries of Article 9, item (xi) (including cases where it is applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be as provided for in each following item corresponding to the category of technical intern trainees listed in the relevant item:

一 企業単独型技能実習（次号に規定するものを除く。） 第一号技能実習生について申請者の常勤の職員（外国にある事業所に所属する常勤の職員及び技能実習生を除く。以下この条において同じ。）の総数に二十分の一を乗じて得た数、第二号技能実習生について申請者の常勤の職員の総数に十分の一を乗じて得た数

(i) individual-enterprise-type technical intern training (excluding those provided for in the following item): the number obtained by multiplying the total number of full-time staff (excluding the full-time staff and technical intern trainees belonging to the place of business in a foreign country; the same applies hereinafter in this Article) of the applicant by one-twentieth for individual-enterprise-type technical intern trainees (i), and the number



obtained by multiplying the total number of full-time staff of the applicant by one-tenth for technical intern trainees (ii); or

- 二 企業単独型技能実習（この号で定める数の企業単独型技能実習生を受け入れた場合においても継続的かつ安定的に企業単独型技能実習を行わせることができる体制を有するものと出入国在留管理庁長官及び厚生労働大臣が認めたものに限る。）又は団体監理型技能実習 第一号技能実習生について次の表の上欄に掲げる申請者の常勤の職員の総数の区分に応じ同表の下欄に定める数（その数が申請者の常勤の職員の総数を超えるときは、当該常勤の職員の総数）、第二号技能実習生について同表の下欄に定める数に二を乗じて得た数（その数が申請者の常勤の職員の総数に二を乗じて得た数を超えるときは、当該常勤の職員の総数に二を乗じて得た数）

- (ii) individual-enterprise-type technical intern training (limited to that approved by the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare as having a structure enabling individual-enterprise-type technical intern training to be conducted on a continuous and stable basis even in cases of accepting as many individual-enterprise-type technical intern trainees as specified in this item) or supervising-organization-type technical intern training: the number specified in the right-hand column of the following table corresponding to the total number of full-time staff of the applicant given in the left-hand column of the same Table for technical intern trainee (i) (or, in cases in which the number specified in the right-hand column exceeds the total number of full-time employees of the applicant, that total number of full-time employees); and the number obtained by multiplying the number specified in the right-hand column of the same Table by two corresponding to the total number of full-time staff of the applicant given in the left-hand column of the same Table for technical intern trainees (ii) (or, in cases in which the number thus obtained exceeds the number obtained by multiplying the total number of full-time employees of the applicant by two, that number obtained by multiplying the total number of full-time employees of the applicant by two).

申請者の常勤の職員の総数 Total number of full-time staff of the applicant	技能実習生の数 Number of technical intern trainees
三百一人以上 301 or more staff	申請者の常勤の職員の総数の二十分の一 One-twentieth of the total number of full-time staff of the applicant
二百一人以上三百人以下 Between 201 and 300 staff	十五人 15 trainees
百一人以上二百人以下 Between 101 and 200 staff	十人 10 trainees
五十一人以上百人以下 Between 51 and 100 staff	六人 6 trainees

四十一人以上五十人以下 Between 41 and 50 staff	五人 5 trainees
三十一人以上四十人以下 Between 31 and 40 staff	四人 4 trainees
三十人以下 30 staff or less	三人 3 trainees

2 前項の規定にかかわらず、企業単独型技能実習にあつては申請者が前条の基準に適合する者である場合、団体監理型技能実習にあつては申請者が同条の基準に適合する者であり、かつ、監理団体が一般監理事業に係る監理許可（法第二条第十項に規定する監理許可をいう。以下同じ。）を受けた者である場合には、法第九条第十一号（法第十一条第二項において準用する場合を含む。）の主務省令で定める数は、次の各号に掲げる技能実習の区分に応じ、当該各号に定めるとおりとする。

(2) Notwithstanding the provisions of the preceding paragraph, if, in cases of individual-enterprise-type technical intern training, the applicant meets the standards set forth in the preceding Article; or if, in cases of supervising-organization-type technical intern training, the applicant meets the standards of the same Article, and the supervising organization is a person which has received a license to supervise for the general supervising business (meaning the license to supervise as prescribed in Article 2, paragraph (10) of the Act; the same applies hereinafter), the number specified by order of the competent ministries as provided for in Article 9, item (xi) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be as provided for in each following item corresponding to the category of technical intern trainees listed in the relevant item:

一 前項第一号に規定する企業単独型技能実習 第一号技能実習生について申請者の常勤の職員の総数に十分の一を乗じて得た数、第二号技能実習生について申請者の常勤の職員の総数に五十分の一を乗じて得た数、第三号技能実習生について申請者の常勤の職員の総数に十分の三を乗じて得た数

(i) individual-enterprise-type technical intern training as provided for in item (i) of the preceding paragraph: the number obtained by multiplying the total number of full-time employees of the applicant by one-tenth for technical intern trainees (i); the number obtained by multiplying the total number of full-time employees of the applicant by one-fifth for technical intern trainees (ii); and the number obtained by multiplying the total number of full-time employees of the applicant by three-tenths for technical intern trainees (iii);  
or

二 前項第二号に掲げる技能実習 同号の表の上欄に掲げる申請者の常勤の職員の総数の区分に応じ、第一号技能実習生について同表の下欄に定める数に二を乗じて得た数（その数が申請者の常勤の職員の総数を超えるときは、当該常勤の職員の総数）、第二号技能実習生について同表の下欄に定める数に四を乗じて得た数（その

数が申請者の常勤の職員の総数に二を乗じて得た数を超えるときは、当該常勤の職員の総数に二を乗じて得た数)、第三号技能実習生について同表の下欄に定める数に六を乗じて得た数(その数が申請者の常勤の職員の総数に三を乗じて得た数を超えるときは、当該常勤の職員の総数に三を乗じて得た数)

(ii) technical intern training listed in item (ii) of the preceding paragraph: the number obtained by multiplying the number specified in the right-hand column of the same Table by two for technical intern trainees (i) corresponding to the category of the total number of full-time employees of the applicant given in the left-hand column of the table of the same item (or, in cases in which that number thus obtained exceeds the total number of full-time employees of the applicant, that total number of full-time employees); the number obtained by multiplying the number specified in the right-hand column of the same Table by four corresponding to the category of the total number of full-time employees of the applicant given in the left-hand column of the table of the same item for technical intern trainees (ii) (or, in cases in which that number thus obtained exceeds the number obtained by multiplying the total number of full-time employees of the applicant by two, that number obtained by multiplying the total number of full-time employees by two); the number obtained by multiplying the number specified in the right-hand column of the same Table by six corresponding to the category of the total number of full-time employees of the applicant given in the left-hand column of the table of the same item for technical intern trainees (iii) (or, in cases in which that number thus obtained exceeds the number obtained by multiplying the total number of full-time employees of the applicant by three, that number obtained by multiplying the total number of full-time employees by three).

3 前二項の規定にかかわらず、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係る技能実習である場合には、法第九条第十一号(法第十一条第二項において準用する場合を含む。)の主務省令で定める数は、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める数とする。

(3) Notwithstanding the provisions of the preceding two paragraphs, in cases of technical intern training relating to the specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the number specified in order of the competent ministries as provided for in Article 9, item (xi) of the Act (including cases as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be the number specified in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them, after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare.

- 4 前三項の規定にかかわらず、次の各号に掲げる技能実習生に当該各号に定める技能実習を行わせようとし、又は行わせている場合であつて当該技能実習生を受け入れ、又は受け入れていることにより前三項で定める数を超えるときは、法第九条第十一号（法第十一条第二項において準用する場合を含む。）の主務省令で定める数は、前三項で定める数（第二項の規定により第一項で定める数を超えて技能実習生を受け入れているときは、同項で定める数又は現に受け入れている技能実習生の数のいずれか少ない数）に当該技能実習生の数を加えた数とする。

(4) Notwithstanding the provisions of the preceding three paragraphs, if the applicant seeks to have or has the technical intern trainees listed in each following item engage in the technical intern training prescribed in the relevant item, and through accepting or having accepted these technical intern trainees, the number specified in the preceding three paragraphs will be or has been exceeded, the number specified by order of the competent ministries as provided for in Article 9, item (xi) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) is to be the number calculated by adding the number of the relevant technical intern trainees to the number specified in the preceding three paragraphs (or, if the applicant accepts technical interns in excess of the number prescribed in paragraph (1) pursuant to the provisions of paragraph (2), whichever is the smaller, the number specified in paragraph (1) or the number of currently accepted technical interns):

- 一 他の実習実施者が技能実習を行わせることが困難となった第一号技能実習生であつて申請者が引き続き技能実習を行う機会を与えるもの 第一号技能実習又は第二号技能実習

(i) it has become difficult for another implementing organization to conduct technical intern training for technical intern trainees (i), and the applicant is to offer those trainees an opportunity to continue with the technical intern training: technical intern training (i) or technical intern training (ii);

- 二 他の実習実施者が技能実習を行わせることが困難となった第二号技能実習生であつて申請者が引き続き技能実習を行う機会を与えるもの 第二号技能実習

(ii) it has become difficult for another implementing organization to conduct technical intern training for technical intern trainees (ii), and the applicant is to offer those trainees an opportunity to continue with the technical intern training: technical intern training (ii);

- 三 他の実習実施者が技能実習を行わせることが困難となった第三号技能実習生であつて申請者が引き続き技能実習を行う機会を与えるもの 第三号技能実習

(iii) it has become difficult for another implementing organization to conduct technical intern training for technical intern trainees (iii), and the applicant is to offer those trainees an opportunity to continue with the technical intern training: technical intern training (iii); or

- 四 申請者が技能実習を行わせている第一号技能実習生であつて第一号技能実習の開

始後に特別な事情が生じたにもかかわらず申請者の下で引き続き技能実習を行うことを希望するもの 第二号技能実習

- (iv) a technical intern trainee (i) whom the applicant has engaged in technical intern training wishes to continue with that training under the applicant despite the occurrence of exceptional circumstances after the commencement of technical intern training (i); technical intern training (ii).

(技能実習に関する業務を適正に行うことができない者)

(Persons Unable to Properly Perform the Work Related to the Technical Intern Training)

第十六条の二 法第十条第五号（法第十一条第二項において準用する場合を含む。）の主務省令で定めるものは、精神の機能の障害により技能実習に関する業務を適正に行うに当たって必要な認知、判断及び意思疎通を適切に行うことができない者とする。

Article 16-2 The persons specified by order of the competent ministries as prescribed in Article 10, item (v) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) are those who are unable to adequately carry out the reasoning, decision-making and communication necessary for appropriately performing the work relating to the technical intern training due to a mental disability.

(軽微な変更)

(Minor Changes)

第十七条 法第十一条第一項の主務省令で定める軽微な変更は、次に掲げる変更以外の変更であつて、申請者が当該変更があつた旨を当該変更があつたことを証する書類とともに別記様式第三号により出入国在留管理庁長官及び厚生労働大臣に届け出たものとする。

Article 17 (1) The minor changes provided for by order of the competent ministries as prescribed in Article 11, paragraph (1) of the Act are to be changes other than those listed below, and the applicant is to give notification to the effect that the relevant minor change has been made to the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare, based on Appended Form 3, together with a document proving that change:

一 技能実習の目標の変更

(i) changes in the goals of the technical intern training;

二 技能実習の内容のうち職種及び作業に係るものの変更

(ii) changes relating to the job categories and operations in the content of the technical intern training; and

三 前二号に掲げるもののほか、認定計画（法第十一条第一項に規定する認定計画をいう。以下同じ。）に従った技能実習の実施に実質的な影響を与える変更

(iii) in addition to those matters listed in the preceding two items, changes that

have a substantial effect on implementation of the technical intern training which is subject to the accredited plan (meaning the accredited plan as provided for in Article 11, paragraph (1) of the Act; the same applies hereinafter).

- 2 団体監理型技能実習に係る前項の届出を行おうとする者は、実習監理を受ける監理団体の指導に基づき、当該届出をしなければならない。

(2) A person who intends to make the notification as provided for in the preceding paragraph relating to supervising-organization-type technical intern training must make that notification based on the instructions of the supervising organization of which the person is under supervision.

(技能実習計画の変更の認定申請等)

(Application for Approval of a Change in Technical Intern Training Plans)

第十八条 法第十一条第一項の規定による技能実習計画の変更の認定の申請は、別記様式第四号による申請書の正本一部及び副本一部を提出して行わなければならない。

Article 18 (1) The application for approval of a change in the technical intern training plan under Article 11, paragraph (1) of the Act is to be made by submitting one original copy of the written application based on Appended Form 4 and one duplicate copy.

- 2 出入国在留管理庁長官及び厚生労働大臣は、法第十一条第一項の認定をしたときは、その旨を申請者に通知するものとする。

(2) If the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare grant the approval as provided for in Article 11, paragraph (1) of the Act, they are to notify the applicant to that effect.

- 3 前項の通知は、別記様式第五号による変更認定通知書に第一項の申請書の副本を添えて行うものとする。

(3) The notice as provided for in the preceding paragraph is to be made by attaching the duplicate copy of the written application as prescribed in paragraph (1) to a written notice of approval of the change based on Appended Form 5.

- 4 法第十一条第二項において準用する法第八条第三項の主務省令で定める書類は、第八条各号に掲げる書類のうち変更しようとする事項に係るものとする。

(4) The documents provided for by order of the competent ministries as prescribed in Article 8, paragraph (3) of the Act as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act are to be the documents related to the matters intended to be changed among those listed in any of the items of Article 8.

(職員の身分証明書)

(Employee Identification Cards)

第十九条 法第十三条第二項（法第三十五条第二項において準用する場合を含む。）の

身分を示す証明書は、第五十条に規定する場合を除き、別記様式第六号によるものとする。

Article 19 Except for cases provided for in Article 50, the identification card showing the official status as provided for in Article 13, paragraph (2) of the Act (including as applied mutatis mutandis pursuant to Article 35, paragraph (2) of the Act) is to be based on Appended Form 6.

(実施の届出)

(Notification of Implementation)

第二十条 法第十七条の届出は、別記様式第七号によるものとする

Article 20 (1) The notification as provided for in Article 17 of the Act is to be based on Appended Form 7.

2 法第十七条の主務省令で定める事項は、次のとおりとする。

(2) The matters provided for by order of the competent ministries as prescribed in Article 17 of the Act is to be as follows:

一 届出者の氏名又は名称及び住所

(i) the name and address of the notifying party; and

二 技能実習計画の認定番号及び認定年月日

(ii) the accreditation number and accreditation date of the technical intern training plan.

3 出入国在留管理庁長官及び厚生労働大臣（法第十八条第一項の規定により機構に法第十七条の届出の受理に係る事務を行わせる場合にあっては機構）は、同条の届出を受理したときは、別記様式第八号により、その旨を届出者に通知するものとする。

(3) If the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare (or the OTIT, if the Commissioner and the Minister have entrusted the OTIT with the administrative affairs relating to acceptance of the notification under Article 17 of the Act, in accordance with Article 18, paragraph (1) of the Act) have received the notification as provided for in the Article 17 of the Act, they are to notify the notifying party based on Appended Form 8.

(技能実習を行わせることが困難となった場合の届出等)

(Notification in Cases of Difficulty in Conducting the Technical Intern Training)

第二十一条 法第十九条第一項の届出は、別記様式第九号によるものとする。

Article 21 (1) The notification as provided for in Article 19, paragraph (1) of the Act is to be based on Appended Form 9.

2 法第十九条第一項及び第二項の主務省令で定める事項は、次のとおりとする。

(2) The matters provided for by order of the competent ministries as prescribed in Article 19, paragraph (1) and (2) of the Act are to be as follows:

一 届出者の実習実施者届出受理番号、氏名又は名称及び住所

(i) the notifying party's notification acceptance number for the implementing organization, name and address;

二 技能実習計画の認定番号、認定年月日及び技能実習の区分

(ii) the accreditation number for the technical intern training plan, accreditation date and category of technical intern training;

三 技能実習生の氏名、国籍、生年月日、年齢及び性別

(iii) the name, nationality, date of birth, age and sex of the technical intern trainees;

四 技能実習を行わせることが困難となった事由並びにその発生時期及び原因

(iv) the cause which has made it difficult to conduct the technical intern training, the date when it arose, and the reason for it;

五 技能実習生の現状

(v) the current status of the technical intern trainees; and

六 技能実習の継続のための措置

(vi) the measures to be taken to continue with the technical intern training.

(帳簿書類)

(Books and Documents)

第二十二条 法第二十条の主務省令で定める帳簿書類は、次のとおりとする。

Article 22 (1) The books and documents provided for by order of the competent ministries as prescribed in Article 20 of the Act are to be as follows:

一 技能実習生の管理簿

(i) the management records of the technical intern trainees;

二 認定計画の履行状況に係る管理簿

(ii) the management records relating to the status of implementation of the accredited plan;

三 技能実習生に従事させた業務及び技能実習生に対する指導の内容を記録した日誌  
(iii) a daily record of the work which the technical intern trainees are engaging in, and the contents of instruction for the technical intern trainees;

四 企業単独型実習実施者にあつては、入国前講習及び入国後講習の実施状況を記録した書類

(iv) in cases of an organization implementing individual-enterprise-type technical intern training, documents that record the status of implementation of the pre-entry and post-entry lectures; and

五 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものにあつては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める書類

(v) in addition to those matters listed in each of the preceding items, in cases related to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the



documents provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them, after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare.

- 2 法第二十条の規定により前項の帳簿書類を技能実習を行わせる事業所に備えて置かなければならない期間は、技能実習生が技能実習を終了した日から一年間とする。

(2) The period for which the books and documents provided for in the preceding paragraph are to be kept pursuant to the provisions of Article 20 of the Act at the place of business where the technical intern training is conducted, is to be one year from the day on which the technical intern trainee completed the technical intern training.

(実施状況報告)

(Written Reports on the Status of Implementation)

第二十三条 法第二十一条第一項の技能実習の実施の状況に関する報告書は、技能実習事業年度ごとに、別記様式第十号により、技能実習の実施状況を記載し、翌技能実習事業年度の五月三十一日までに提出するものとする。

Article 23 (1) The written report on the status of implementation of the technical intern training as provided for in Article 21, paragraph (1) of the Act is to describe the status of implementation of the technical intern training for each technical intern training business year based on Appended Form 10, and it is to be submitted by May 31 of the following technical intern training business year.

- 2 団体監理型技能実習に係る前項の報告書の作成は、実習監理を受ける監理団体の指導に基づいて行わなければならない。

(2) The preparation of the written report as provided for in the preceding paragraph relating to the supervising-organization-type technical intern training is to be carried out based on the instructions of the supervising organization which is supervising the technical intern training.

## 第二節 監理団体

### Section 2 Supervising Organization

(許可の申請)

(Application for a License)

第二十四条 法第二十三条第二項の申請は、別記様式第十一号による申請書の正本一部及び副本二部を提出して行わなければならない。

Article 24 The application as provided for in Article 23, paragraph (2) of the Act is to be made by submitting one original copy and two duplicate copies of the written application based on Appended Form 11.

(外国の送出機関)

(Sending organizations in a Foreign Country)

第二十五条 法第二十三条第二項第六号（法第三十一条第五項及び第三十二条第二項において準用する場合を含む。）の主務省令で定める要件は、次のとおりとする。

Article 25 The requirements provided for by order of the competent ministries as prescribed in Article 23, paragraph (2), item (vi) of the Act (including as applied mutatis mutandis pursuant to Article 31, paragraph (5) of the Act and Article 32, paragraph (2) of the Act) are to be as follows:

一 団体監理型技能実習生の本邦への送出に関する事業を行う事業所が所在する国又は地域の公的機関から団体監理型技能実習の申込みを適切に本邦の監理団体に取り次ぐことができるものとして推薦を受けていること。

(i) the relevant organization has received a recommendation as those able to act appropriately as a broker for sending job applications for supervising-organization-type technical intern training to the supervising organization, from a public organization of the country or region where their place of business for sending supervising-organization-type technical intern trainees to Japan is located;

二 制度の趣旨を理解して技能実習を行おうとする者のみを適切に選定し、本邦への送出を行うこととしていること。

(ii) the relevant organization is to appropriately select and send to Japan only those persons who seek to engage in the technical intern training and who understand the purpose of the program;

三 団体監理型技能実習生等から徴収する手数料その他の費用について算出基準を明確に定めて公表するとともに、当該費用について団体監理型技能実習生等に対して明示し、十分に理解させることとしていること。

(iii) the relevant organization is to clearly stipulate and publish the criteria for calculation of the fees and other expenses collected from the supervising-organization-type technical intern trainees, etc., and is to clearly show and explain these expenses to the supervising-organization-type technical intern trainees, etc.;

四 団体監理型技能実習を修了して帰国した者が修得等をした技能等を適切に活用できるよう、就職先のあっせんその他の必要な支援を行うこととしていること。

(iv) the relevant organization is to make arrangements for employment placement and offer other necessary support so that those who have completed the supervising-organization-type technical intern training and return to their home country are able to appropriately utilize the skills, which they have acquired, etc.;

五 団体監理型技能実習を修了して帰国した者による技能等の移転の状況等について法務大臣及び厚生労働大臣又は機構が行う調査に協力することとしていることその他法務大臣及び厚生労働大臣又は機構からの技能実習の適正な実施及び技能実習生の保護に関する要請に応じることとしていること。

(v) the relevant organization is to cooperate with the surveys conducted by the Minister of Justice and the Ministry of Health, Labor and Welfare or by the OTIT on the status of the transfer of skills, etc. by persons who have completed the supervising-organization-type technical intern training, and with other requests from the Minister of Justice and the Ministry of Health, Labor and Welfare, or from the OTIT, regarding proper implementation of the technical intern training or protection of technical intern trainees;

六 当該機関又はその役員が禁錮以上の刑（これに相当する外国の法令による刑を含む。）に処せられ、その刑の執行を終わり、又はその刑の執行を受けることがなくなった日から五年を経過しない者でないこと。

(vi) the relevant organization or their officer is not a person who was sentenced to imprisonment without work or a severer punishment (or an equivalent sentence under foreign laws or regulations), and five years have not yet passed since the day on which they finished serving the sentence or ceased to be subject to its enforcement;

七 第一号に規定する国又は地域の法令に従って事業を行うこととしていること。

(vii) the relevant organization is to conduct their business in accordance with the laws and regulations of the country or region provided for in item (i);

八 当該機関又はその役員が、過去五年以内に、次に掲げる行為をしていないこと。

(viii) the relevant organization or their officer has not committed any of the following acts within the past five years:

イ 技能実習に関連して、保証金の徴収その他名目のいかんを問わず、技能実習生等又はその配偶者、直系若しくは同居の親族その他技能実習生等と社会生活において密接な関係を有する者の金銭その他の財産を管理する行為

(a) managing the money or other property of a technical intern trainee, etc., their spouse, their lineal relative, their cohabiting relative, or any other person who has a close relationship with that trainee, etc. as a part of their life, regardless of whether that management is conducted as a collection of deposit or for any other reason;

ロ 技能実習に係る契約の不履行について違約金を定める契約その他の不当に金銭その他の財産の移転を予定する契約をする行為

(b) entering into a contract that stipulates penalties for non-performance of a contract relating to the technical intern training or entering into any other contract which expects the unjust transfer of money or other property;

ハ 技能実習生等に対する暴行、脅迫、自由の制限その他人権を侵害する行為

(c) assault, intimidation, restriction of freedom or any other act of infringement of human rights against a supervising-organization-type technical intern trainee, etc.; and

ニ 技能実習を行わせようとする者に不正に法第八条第一項若しくは第十一条第一項の認定を受けさせる目的、監理事業を行おうとする者に不正に法第二十三条第一項若しくは第三十二条第一項の許可若しくは法第三十一条第二項の更新を受け

させる目的、出入国若しくは労働に関する法令の規定に違反する事実を隠蔽する目的又はその事業活動に関し外国人に不正に入管法第三章第一節若しくは第二節の規定による証明書の交付、上陸許可の証印若しくは許可、同章第四節の規定による上陸の許可若しくは入管法第四章第一節若しくは第二節若しくは第五章第三節の規定による許可を受けさせる目的で、偽造若しくは変造された文書若しくは図画又は虚偽の文書若しくは図画を行使し、又は提供する行為

- (d) using or providing a forged, altered, or false document or drawing, for the purpose of having the person it seeks to have conduct the technical intern training obtain the accreditation provided for in Article 8, paragraph (1) or Article 11, paragraph (1) of the Act illegally; for the purpose of having the person seeking to engage in the supervising business obtain the license provided for in Article 23, paragraph (1) or Article 32, paragraph (1) of the Act or the renewal provided for in Article 31, paragraph (2) of the Act illegally; for the purpose of concealing facts which violate the provisions of laws or regulations relating to immigration or labor; or for the purpose of having a foreign national, in relation to its business activities, illegally obtain the certificate, seal of verification or permission for landing provided for in the provisions of Chapter III, Section 1 or Section 2 of the Immigration Control Act, the permission for landing provided for in the provisions of Section 4 of the same Chapter, or the permission provided for in the provisions of Chapter IV, Section 1 or Section 2 or Chapter V, Section 3 of the Immigration Control Act;

九 団体監理型技能実習の申込みの取次ぎを行うに当たり、団体監理型技能実習生等又はその配偶者、直系若しくは同居の親族その他団体監理型技能実習生等と社会生活において密接な関係を有する者が、団体監理型技能実習に関連して、保証金の徴収その他名目のいかんを問わず金銭その他の財産を管理されていないこと及び団体監理型技能実習に係る契約の不履行について違約金を定める契約その他の不当に金銭その他の財産の移転を予定する契約をしていないことについて、団体監理型技能実習生になろうとする者から確認することとしていること。

- (ix) in sending the application for supervising-organization-type technical intern training as a broker, the relevant organization is to obtain a confirm from a person who wishes to become a supervising-organization-type technical intern trainee on the fact that the supervising-organization-type technical intern trainee, etc., their spouse, their lineal relative, their cohabiting relative, or any other person who has a close relationship with that trainee, etc. as a part of their life is not subject to the management of their money or other property, regardless of whether that management is conducted as a collection of deposit or for any other reason therefor; and has not entered into a contract that stipulates penalties for non-performance of a contract relating to the supervising-organization-type technical intern training, or entered into any other contract which expects the unjust transfer

of money or other property; and

十 前各号に掲げるもののほか、団体監理型技能実習の申込みを適切に本邦の監理団体に取次ぐために必要な能力を有するものであること。

(x) in addition to those matters listed in each of the preceding items, the relevant organization is to have the necessary capability to appropriately act as a broker for sending applications for supervising-organization-type technical intern training with the supervising organization in Japan.

(申請書の記載事項)

(Required Information in the Written Application)

第二十六条 法第二十三条第二項第七号の主務省令で定める事項は、次のとおりとする。

Article 26 The matters provided for by order of the competent ministries as prescribed in Article 23, paragraph (2), item (vii) of the Act are to be as follows:

一 役員の役職名及び法人番号

(i) the title of the officer and corporate number;

二 責任役員（監理事業に責任を有する役員をいう。以下同じ。）の氏名

(ii) the name of the managing officer (meaning the officer responsible for the supervising business; the same applies hereinafter below);

三 法第二十五条第一項第五号ロの措置（以下「外部監査の措置」という。）を講ずる場合にあっては外部監査を行う者（以下「外部監査人」という。）の氏名又は名称、講じない場合にあっては指定外部役員（第三十条第二項の規定により指定された役員をいう。以下同じ。）の氏名

(iii) in cases of taking the measures as provided for in Article 25, paragraph (1), item (v), sub-item (b) of the Act (hereinafter referred to as "measures for the external audit"), the name of the person conducting the external audit (hereinafter referred to as "external auditor"); or, in cases of not taking those measures, the name of the designated external officer (meaning the officer designated in accordance with the provisions of Article 30, paragraph (2); the same applies hereinafter);

四 法人の種類

(iv) the type of corporation;

五 団体監理型技能実習の取扱職種の範囲等

(v) the scope, etc. of the applicable job categories of the supervising-organization-type technical intern training;

六 取次ぎを受けずに団体監理型技能実習の申込みを受けようとする場合にあっては、当該団体監理型技能実習の申込みを受ける方法の概要

(vi) in cases of intending to accept applications for supervising-organization-type technical intern training without using a broker, an outline of the method of accepting applications for supervising-organization-type technical intern training;

七 監理事業を開始する予定年月日

(vii) the planned date of starting the supervising business; and

八 団体監理型技能実習生からの相談に応じる体制の概要

(viii) an outline of the structure to respond to consultations from the supervising-organization-type technical intern trainees.

(申請書の添付書類)

(Required Attached Documents of the Written Application)

第二十七条 法第二十三条第三項（法第三十一条第五項及び第三十二条第二項において準用する場合を含む。）の主務省令で定める書類は、次のとおりとする。

Article 27 (1) The documents provided for by order of the competent ministries as prescribed in Article 23, paragraph (3) of the Act (including as applied mutatis mutandis pursuant to Article 31, paragraph (5) of the Act and Article 32, paragraph (2) are to be as follows:

一 法第二十三条第一項の許可を受けようとする者（以下この節において「申請者」という。）の登記事項証明書、定款又は寄附行為並びに直近の二事業年度に係る貸借対照表及び損益計算書又は収支計算書

(i) the certificate of registered information of the person that seeks to obtain the license as prescribed in Article 23, paragraph (1) of the Act (hereinafter referred to as "applicant" in this Section); the articles of incorporation or certificate of act of endowment; a balance sheet; and a profit and loss statement or income and expenditure statement for the last two business years;

二 監理事業に関する資産の内容及びその権利関係を証する書類

(ii) the details of the assets relating to the supervising business, and documents certifying the relations of rights therein;

三 申請者の概要書

(iii) a summary report of the applicant;

四 監理事業を行う事業所ごとの個人情報 の適正管理及び秘密の保持に関する規程の写し

(iv) a copy of the regulations relating to proper management of personal information and maintenance of confidentiality for each place of business where the supervising business is conducted;

五 監理事業を行う事業所ごとの監理団体の業務の運営（監理費の徴収を含む。）に係る規程の写し

(v) a copy of the regulations relating to management of the business of the supervising organization (including collection of supervision fees) for each place of business where the supervising business is conducted;

六 申請者が作成した団体監理型技能実習に係る誓約書

(vi) a written pledge relating to the supervising-organization-type technical intern training prepared by the applicant;

七 申請者の役員の住民票の写し（営業に関し成年者と同一の行為能力を有しない未

成年者である役員については、当該役員及びその法定代理人の住民票の写し（法定代理人が法人である場合は、当該法人の登記事項証明書及び定款又は寄附行為並びにその役員の住民票の写し））及び履歴書

(vii) a copy of the residence certificate of the officer of the applicant (or in cases in which the officer is a minor who does not possess the same capacity for carrying out business as an adult, a copy of the residence certificate of the officer and of their legal representative (or in cases in which that legal representative is a corporation, the certificate of registered information, its articles of incorporation or certificate of acts of endowment, and a copy of the residence certificate of its officer)), and the officer's curriculum vitae;

八 監理責任者の住民票の写し、履歴書並びに就任承諾書及び団体監理型技能実習に係る誓約書の写し

(viii) a copy of the residence certificate of the supervision manager, a curriculum vitae, and a copy of their written acceptance of appointment and their written pledge relating to the supervising-organization-type technical intern training;

九 外部監査の措置を講ずる場合にあっては、外部監査人の概要書並びに就任承諾書及び団体監理型技能実習に係る誓約書の写し

(ix) in cases of taking measures for an external audit, the external auditor's summary report, and a copy of their written acceptance of the appointment and their written pledge relating to the supervising-organization-type technical intern training;

十 外部監査の措置を講じない場合にあっては、指定外部役員の就任承諾書及び団体監理型技能実習に係る誓約書の写し

(x) in cases in which the measures are not taken for an external audit, a copy of a written acceptance of appointment to a designated external officer and their written pledge relating to the supervising-organization-type technical intern training;

十一 外国の送出機関から団体監理型技能実習の申込みの取次ぎを受けようとする場合にあっては、次に掲げる書類

(xi) the following documents, in cases of seeking to receive an application for supervising-organization-type technical intern training through a sending organization in a foreign country which acts as a broker:

イ 外国の送出機関の概要書

(a) a summary report of the sending organization in a foreign country;

ロ 外国の送出機関が所在する国又は地域において事業を行うことを証する書類

(b) documents proving that the business of the sending organization in a foreign country will be conducted in the country or region where it is located;

ハ 申請者と外国の送出機関との間に締結された申請者が当該外国の送出機関から団体監理型技能実習の申込みの取次ぎを受けることに係る契約の契約書の写し

(c) a copy of the contract for the agreement entered into by the applicant and the sending organization in a foreign country in which the applicant is to receive the an application for supervising-organization-type technical intern training through that sending organization in a foreign country which acts as a broker;

ニ 外国の送出機関が団体監理型技能実習生から徴収する費用の算出基準を記載した書類

(d) documents that describe the criteria for calculation of the expenses to be collected from the supervising-organization-type technical intern trainees by the sending organization in a foreign country;

ホ 外国の送出機関の団体監理型技能実習に係る誓約書

(e) a written pledge of the sending organization in a foreign country on supervising-organization-type technical intern training;

ヘ 第二十五条第一号に規定する推薦を受けたことを明らかにする推薦状その他の推薦をした国又は地域の公的機関の作成に係る書類

(f) a recommendation letter clearly showing that the recommendation provided for in Article 25, item (i) has been received, or other documents prepared by a public organization of a country or region that made the recommendation;

十二 技能実習計画の作成の指導に従事する者の履歴書

(xii) the curriculum vitae of the person engaged in guidance for preparation of the technical intern training plan;

十三 一般監理事業の許可の申請に係る場合にあっては、第三十一条の基準を満たすことを明らかにする書類

(xiii) a document showing that the standards as provided for in Article 31 have been met in cases relating to an application for a license for general supervising business;

十四 船員（船員職業安定法（昭和二十三年法律第百三十号）第六条第一項に規定する船員をいう。）である団体監理型技能実習生に係る実習監理を行う場合にあっては、同法第三十四条第一項の許可を受けていることを証する書面

(xiv) in cases of conducting supervision relating to a supervising-organization-type technical intern trainee who is a mariner (meaning the mariner provided for in Article 6, paragraph (1) of the Mariners' Employment Security Act (Act No. 130 of 1948), a document showing that the license as provided for in Article 34, paragraph (1) of the same Act has been obtained; and

十五 その他必要な書類

(xv) other necessary documents.

2 法第二十三条第三項（法第三十一条第五項及び第三十二条第二項において準用する場合を含む。）の規定により添付すべき事業計画書は、別記様式第十二号によるものとする。



- (2) The business plan to be attached pursuant to the provisions of Article 23, paragraph (3) of the Act (including as applied *mutatis mutandis* pursuant to Article 31, paragraph (5) and Article 32, paragraph (2) of the Act) is to be based on Appended Form 12.

(監理団体の許可の手数料)

**(License Fees for Supervising Organizations)**

第二十八条 法第二十三条第七項の主務省令で定める額は、二千五百円（監理事業を行う事業所の数が二以上の場合にあつては、九百円に当該事業所数から一を減じた数を乗じて得た額に二千五百円を加えた額）とする。

Article 28 (1) The amount provided for by order of the competent ministries as prescribed in Article 23, paragraph (7) of the Act is to be 2,500 yen (or if there are two or more places of business where the supervising business is conducted, 2,500 yen plus the amount which is arrived at when 900 yen is multiplied by the number of places of business minus one).

2 法第二十四条第五項の主務省令で定める額は、四万七千五百円（監理事業を行う事業所の数が二以上の場合にあつては、一万七千五百円に当該事業所数から一を減じた数を乗じて得た額に四万七千五百円を加えた額）とする。

(2) The amount specified by order of the competent ministries as provided for in Article 24, paragraph (5) of the Act is to be 47,500 yen (or if there are two or more places of business where the supervising business is conducted, 47,500 yen plus the amount which is arrived at when 17,100 yen is multiplied by the number of places of business minus one).

(本邦の営利を目的としない法人)

**(Japanese Nonprofit Organizations)**

第二十九条 法第二十五条第一項第一号（法第三十二条第二項において準用する場合を含む。次項において同じ。）の主務省令で定める法人は、次のとおりとする。

Article 29 (1) The corporation provided for by order of the competent ministries as prescribed in Article 25, paragraph (1), item (i) (including as applied *mutatis mutandis* pursuant to Article 32, paragraph (2) of the Act; the same applies in the following paragraph) is to be as follows:

一 商工会議所（その実習監理を受ける団体監理型実習実施者が当該商工会議所の会員である場合に限る。）

(i) a chamber of commerce and industry (limited to cases in which the organization implementing supervising-organization-type technical intern training supervised under supervision by that chamber is a member of that chamber);

二 商工会（その実習監理を受ける団体監理型実習実施者が当該商工会の会員である場合に限る。）

(ii) a chamber of commerce (limited to cases in which the organization

- implementing supervising-organization-type technical intern training under supervision by that chamber is a member of that chamber);
- 三 中小企業団体（中小企業団体の組織に関する法律（昭和三十二年法律第百八十五号）第三条第一項に規定する中小企業団体をいう。）（その実習監理を受ける団体監理型実習実施者が当該中小企業団体の組合員又は会員である場合に限る。）
- (iii) a small and medium-sized enterprise association (meaning a small and medium-sized enterprise association prescribed in Article 3, paragraph (1) of the Act on the Organization of Small and Medium-sized Enterprise Association (Act No. 185 of 1957)) (limited to cases in which the organization implementing supervising-organization-type technical intern training under supervision by that association is a partner or member of that association);
- 四 職業訓練法人
- (iv) a vocational training corporation;
- 五 農業協同組合（その実習監理を受ける団体監理型実習実施者が当該農業協同組合の組合員であって農業を営む場合に限る。）
- (v) an agricultural cooperative (limited to cases in which the organization implementing supervising-organization-type technical intern training under supervision by that cooperative is a member of that cooperative, and is engaged in agriculture);
- 六 漁業協同組合（その実習監理を受ける団体監理型実習実施者が当該漁業協同組合の組合員であって漁業を営む場合に限る。）
- (vi) a fisheries cooperative (limited to cases in which the organization implementing supervising-organization-type technical intern training under supervision by that cooperative is a member of that cooperative, and is engaged in fisheries);
- 七 公益社団法人
- (vii) a public interest incorporated association;
- 八 公益財団法人
- (viii) a public interest incorporated foundation; and
- 九 前各号に掲げる法人以外の法人であって、監理事業を行うことについて特別の理由があり、かつ、重要事項の決定及び業務の監査を行う適切な機関を置いているもの
- (ix) a corporation other than the corporation listed in each of the preceding items, which has a special reason for conducting supervising business, and has established an appropriate agency to make decisions on important matters and to perform an audit of business.
- 2 前項の規定にかかわらず、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係る団体監理型技能実習を実習監理する場合における法第二十五条第一項第一号の主務省令で定める法人は、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める法人とする。

(2) Notwithstanding the provisions of the preceding paragraph, the corporation provided for by order of the competent ministries as prescribed in Article 25, paragraph (1), item (i) of the Act in cases of supervision of supervising-organization-type technical intern training relating to the specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice is to be the corporation provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them, after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare.

(外部役員及び外部監査人)

(External Directors and External Auditors)

第三十条 法第二十五条第一項第五号イ（法第三十二条第二項において準用する場合を含む。）の主務省令で定める密接な関係を有する者は、次の各号のいずれかに該当する者とする。

Article 30 (1) A person that has the close relationship provided for by order of the competent ministries with the organization implementing supervising-organization-type technical intern training as prescribed in Article 25, paragraph (1), item (v), sub-item (a) of the Act (including as applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act) is to be a person that falls under any one of the following items:

一 申請者が実習監理を行う団体監理型実習実施者若しくはその役員若しくは職員であり、又は過去五年以内にこれらの者であった者

(i) the organization implementing supervising-organization-type technical intern training under supervision by the applicant, or its officer or employee; or a person who was one of those persons within the past five years;

二 過去五年以内に申請者が実習監理を行った団体監理型実習実施者の役員若しくは職員であり、又は過去五年以内にこれらの者であった者

(ii) an officer or employee of an organization implementing supervising-organization-type technical intern training under supervision by the applicant within the past five years, or a person who was one of those persons within the past five years;

三 前二号に規定する者の配偶者又は二親等以内の親族

(iii) the spouse or a blood relative within the second degree of kinship of the person provided for in the preceding two items; and

四 社会生活において密接な関係を有する者であつて、指定外部役員による次項に規定する確認の公正が害されるおそれがあると認められるもの

(iv) a person that has a close relationship with the organization implementing supervising-organization-type technical intern training, as a part of their life, if this could possibly cause the fairness of a designated external officer's

check provided for in the following paragraph to be impaired.

- 2 申請者は、外部監査の措置を講じないときは、前項に規定する密接な関係を有する者以外の役員（責任役員を除く。）であって次の各号のいずれにも該当するものの中から、団体監理型実習実施者に対する監査その他の申請者の業務が適正に実施されているかの確認を担当する役員を指定するものとする。

- (2) If the applicant does not take measures for an external audit, an officer (excluding the managing officer) who is other than a person having the close relationship provided for in the preceding paragraph with the organization implementing supervising-organization-type technical intern training, and who comes under all of the following items is to be designated as the officer in charge of auditing the organization implementing supervising-organization-type technical intern training and checking that the other work of the applicant is being properly implemented:

一 過去三年以内に外部役員に対する講習として法務大臣及び厚生労働大臣が告示で定めるものを修了した者であること。

- (i) a person who has completed the course for external officers provided for by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, within the past three years; and

二 次のいずれにも該当しない者であること。

- (ii) a person who does not come under any of the following:

イ 申請者の役員（監理事業に係る業務の適正な執行の指導監督に関する専門的な知識と経験を有する者及び指定外部役員に指定されている者を除く。）若しくは職員又は過去五年以内にこれらの者であった者

- (a) a person who is an officer of the applicant (excluding those who have specialized knowledge and experience in relation to guidance and supervision relating to appropriate performance of the supervising business, and those designated as designated external officers) or an employee of the applicant, or a person who was one of those persons within the past five years;

ロ 申請者の構成員（申請者が実習監理する団体監理型技能実習の職種に係る事業を営む者に限る。）若しくはその役員若しくは職員又は過去五年以内にこれらの者であった者

- (b) a constituent member of the applicant (limited to those persons who are engaged in the business relating to the job categories of the supervising-organization-type technical intern under supervision by the applicant), or its officer or employee; or a person who was one of those persons within the past five years;

ハ 実習実施者（申請者が実習監理を行う団体監理型実習実施者を除く。）又はその役員若しくは職員

- (c) an organization implementing technical intern training (excluding the organization implementing the supervising-organization-type technical

intern training under supervision by the applicant) or its officer or employee;

ニ 監理団体（申請者を除く。）の役員（監理事業に係る業務の適正な執行の指導監督に関する専門的な知識と経験を有する者及び指定外部役員に指定されている者を除く。）又は職員

(d) an officer (excluding those who have specialized knowledge and experience in relation to guidance and supervision relating to appropriate performance of the supervising business, and those designated as designated external officers) or an employee of the supervising organization (excluding the applicant);

ホ 申請者が団体監理型技能実習の申込みの取次ぎを受ける外国の送出機関若しくはその役員若しくは職員又は過去五年以内にこれらの者であった者

(e) the sending organization in a foreign country that acts as a broker through which the applicant has received an application for supervising-organization-type technical intern training, or its officer or employee; or a person who was one of those persons within the past five years; or

ヘ イからホまでに掲げる者のほか、申請者又はその役員、職員若しくは構成員と社会生活において密接な関係を有すること、過去に技能実習に関して不正又は著しく不当な行為を行った者であることその他の事情によりこの項に規定する確認の公正が害されるおそれがあると認められる者

(f) beyond the persons listed in (a) through (e) above, a person who has a close relationship with the applicant, its officer, its employee or its constituent member as a part of their life, who has committed an illegal or significantly unfair act in the past in relation to the technical intern training, or who has any other grounds, if this could cause the fairness of the check provided for in this paragraph to be impaired.

3 指定外部役員は、前項に規定する確認を、次に掲げる方法により、監理事業を行う各事業所につき三月に一回以上の頻度で行い、その結果を記載した書類を作成するものとする。

(3) A designated external officer is to conduct the check provided for in the preceding paragraph at least once every three months through the following methods for each place of business where the supervising business is conducted, and is to prepare a document stating the results:

一 責任役員及び監理責任者から報告を受けること。

(i) receiving reports from the managing officers and supervising managers; and

二 申請者の事業所においてその設備を確認し、及び帳簿書類その他の物件を閲覧すること。

(ii) checking the equipment at the places of business of the applicant, and inspecting the books, documents, and other items.

4 法第二十五条第一項第五号ロ（法第三十二条第二項において準用する場合を含む。）の主務省令で定める密接な関係を有しない者は、次の各号のいずれにも該当し

ない者とする。

- (4) Persons who do not have the close relationship provided for by order of the competent ministries as prescribed in Article 25, paragraph (1), item (v), sub-item (b) of the Act (including cases where it is applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act) with the organization implementing supervising-organization-type technical intern training are to be persons who do not fall under any of the following items:

一 第一項第一号から第三号までに掲げる者

(i) the persons given in paragraph (1), items (i) through (iii); and

二 社会生活において密接な関係を有する者であつて、外部監査の公正が害されるおそれがあると認められる者

(ii) persons who have a close relationship with the organization implementing supervising-organization-type technical intern training as a part of their life, if this could possibly cause the fairness of the external audit to be impaired.

- 5 法第二十五条第一項第五号ロ（法第三十二条第二項において準用する場合を含む。）の主務省令で定める要件は、次の各号のいずれにも該当する者であつて外部監査を適切に行う能力を有するものであることとする。

- (5) The requirements provided for by Order of the competent ministries as prescribed in Article 25, paragraph (1), item (v), sub-item (b) of the Act (including cases where it is applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act) are for the relevant persons to come under all of the following items, and to have the ability to properly conduct an external audit:

一 過去三年以内に外部監査人に対する講習として法務大臣及び厚生労働大臣が告示で定めるものを修了した者であること。

(i) a person who has completed the course for external auditors provided for by the Minister of Justice and the Minister of Health, Labor and Welfare provided in a public notice, within the past three years; and

二 次のいずれにも該当しない者であること。

(ii) a person who does not come under any of the following items:

イ 申請者の役員若しくは職員又は過去五年以内にこれらの者であつた者

(a) an officer or employee of the applicant, or person who was one of those persons within the past five years;

ロ 申請者の構成員（申請者が実習監理する団体監理型技能実習の職種に係る事業を営む者に限る。）若しくはその役員若しくは職員又は過去五年以内にこれらの者であつた者

(b) a constituent member of the applicant (limited to those that operate a business relating to the job categories of the supervising-organization-type technical intern training under supervision by the applicant), or its officer or employee, or person who was one of those persons within the past five years;

ハ 実習実施者（申請者が実習監理を行う団体監理型実習実施者を除く。）又はそ

の役員若しくは職員

(c) an organization implementing technical intern training (excluding the organization implementing supervising-organization-type technical intern training under supervision by the applicant) or its officer or employee;

ニ 監理団体（申請者を除く。）又はその役員若しくは職員

(d) a supervising organization (excluding the applicant), or its officer or employee;

ホ 申請者が団体監理型技能実習の申込みの取次ぎを受ける外国の送出機関若しくはその役員若しくは職員又は過去五年以内にこれらの者であった者

(e) a sending organization in a foreign country that acts as a broker through which the applicant has received an application for supervising-organization-type technical intern training, or its official or employee; or a person who was one of those persons within the past five years;

ヘ 法第二十六条第五号イからニまでのいずれかに該当する者

(f) a person coming under any of item (v), sub-items (a) through (d) of Article 26 of the Act;

ト 法人であって、法第二十六条各号のいずれかに該当するもの又はその役員のうちにイからホまでのいずれかに該当する者があるもの

(g) a corporation which comes under any of the items of Article 26 of the Act, or its officer who comes under any of sub-items (a) through (e); and

チ イからトまでに掲げる者のほか、申請者又はその役員、職員若しくは構成員と社会生活において密接な関係を有すること、過去に技能実習に関して不正又は著しく不当な行為を行った者であることその他の事情により外部監査の公正が害されるおそれがあると認められる者

(h) beyond the persons listed in sub-items (a) through (g) above, a person who has a close relationship with the applicant, its officer, its employee or its constituent member as a part of their life, who has committed an illegal or significantly unfair act in the past in relation to the technical intern training, or who has any other grounds, if this could possibly cause the fairness of the external audit provided for in this paragraph to be impaired.

6 外部監査は、次に定めるところにより行うものとする。

(6) An external audit is to be conducted in accordance with the following items:

一 団体監理型実習実施者に対する監査その他の申請者の業務が適正に実施されているかどうかについて、第三項各号に掲げる方法により、監理事業を行う各事業所につき三月に一回以上の頻度で確認し、その結果を記載した書類を申請者に提出すること。

(i) the external auditor is to check whether an audit of the organization implementing supervising-organization-type technical intern training and other the applicant's business is being properly implemented, at least once every three months through the methods listed in the items of paragraph (3) for each place of business where the supervising business is conducted; and

is to submit a document stating the results to the applicant; and

- 二 団体監理型実習実施者に対する監査が適正に実施されているかどうかについて、申請者が行う第五十二条第一号の規定による監査に監理事業を行う各事業所につき一年に一回以上同行することにより確認し、その結果を記載した書類を申請者に提出すること。

- (ii) the external auditor is to accompany the applicant when the applicant conducts an audit provided for in the provisions of Article 52, item (i) for each place of business where the supervising business is conducted, at least once a year, in order to check whether the audit of the organization implementing supervising-organization-type technical intern training is being properly conducted; and is to submit a document stating the results to the applicant.

(一般監理事業の許可に係る基準)

(Standards for Licenses for General Supervising Business)

第三十一条 法第二十五条第一項第七号（法第三十二条第二項において準用する場合を含む。）の主務省令で定める基準は、次に掲げる事項を総合的に評価して、団体監理型技能実習の実施状況の監査その他の業務を遂行する能力につき高い水準を満たすと認められるものであることとする。

Article 31 The standards provided for by order of the competent ministries as prescribed in Article 25, paragraph (1), item (vii) (including as applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act) are for the applicant to be considered to meet the high level of competence needed for an audit of the status of implementation of the supervising-organization-type technical intern training, or for other work, after the applicant is evaluated comprehensively in the following matters:

- 一 団体監理型技能実習の実施状況の監査その他の業務を行う体制及び実施状況

- (i) a system for conducting audits of the status of implementation of the supervising-organization-type technical intern training, or for conducting other work; and their implementation status;

- 二 実習監理する団体監理型技能実習における技能等の修得等に係る実績

- (ii) achievement relating to acquisition, etc. of the skills, etc. in the supervising-organization-type technical intern training under supervision by the applicant;

- 三 出入国又は労働に関する法令への違反、団体監理型技能実習生の行方不明者の発生その他の問題の発生状況

- (iii) the status of violations of laws or regulations relating to immigration or labor, disappearance of supervising-organization-type technical intern trainees, or other problems;

- 四 団体監理型技能実習生からの相談に応じることその他の団体監理型技能実習生に対する保護及び支援の体制及び実施状況



(iv) the system for protection and support of supervising-organization-type technical intern trainees such as responses to consultations from supervising-organization-type technical intern trainees, and the status of its implementation; and

五 団体監理型技能実習生と地域社会との共生に向けた取組の状況

(v) the status of efforts towards harmonious coexistence between the supervising-organization-type technical intern trainees and the local community.

(労働条件等の明示)

(Clear Indication of Labor Conditions)

第三十二条 法第二十七条第二項の規定により読み替えて適用する職業安定法（昭和二十二年法律第百四十一号）第五条の三第三項の主務省令で定める場合は、次のとおりとする。

Article 32 (1) The cases provided for by order of the competent ministries as prescribed in Article 5-3, paragraph (3) of the Employment Security Act (Act No. 141 of 1947) as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms are to be as follows:

一 団体監理型技能実習生等に対して法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の三第一項の規定により明示された従事すべき業務の内容及び賃金、労働時間その他の労働条件（以下「従事すべき業務の内容等」という。）の範囲内で従事すべき業務の内容等を特定する場合

(i) cases of specifying the contents of the work to be engaged in, wages, working hours and other labor conditions (hereinafter referred to below as "contents, etc. of the work to be engaged in" ) within the scope of the contents, etc. of the work to be engaged in as clearly indicated under Article 5-3, paragraph (1) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of terms for supervising-organization-type technical intern trainees, etc.;

二 団体監理型技能実習生等に対して法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の三第一項の規定により明示された従事すべき業務の内容等を削除する場合

(ii) cases of deleting the contents, etc. of the work to be engaged in, as clearly indicated under Article 5-3, paragraph (1) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms for supervising-organization-type technical intern trainees, etc.; and

三 従事すべき業務の内容等を追加する場合

(iii) cases of adding the contents, etc. of the work to be engaged in.

2 法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の三第三項

の主務省令で定める事項は、次のとおりとする。

- (2) The matters provided for by order of the competent ministries as prescribed in Article 5-3, paragraph (3) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms are to be as follows:

一 前項第一号の場合において特定する従事すべき業務の内容等

(i) contents, etc. of the work to be engaged in which are specified in cases of item (i) of the preceding paragraph;

二 前項第二号の場合において削除する従事すべき業務の内容等

(ii) contents, etc. of the work to be engaged in which are deleted in cases of item (ii) of the preceding paragraph; and

三 前項第三号の場合において追加する従事すべき業務の内容等

(iii) contents, etc. of the work to be engaged in which are added in cases of item (iii) of the preceding paragraph.

- 3 法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の三第四項の主務省令で定める事項は、次のとおりとする。

- (3) The matters provided for by order of the competent ministries as prescribed in Article 5-3, paragraph (4) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of terms are to be as follows:

一 団体監理型技能実習生等が従事すべき業務の内容に関する事項

(i) matters relating to the content of the work which the supervising-organization-type technical intern trainee is to engage in;

二 労働契約の期間に関する事項

(ii) matters relating to the length of the labor contract;

三 就業の場所に関する事項

(iii) matters relating to the workplace;

四 始業及び終業の時刻、所定労働時間を超える労働の有無、休憩時間及び休日に関する事項

(iv) matters relating to work start times and end times, necessity of work for more than the prescribed working hours, break times, and holidays;

五 賃金（臨時に支払われる賃金、賞与及び労働基準法施行規則（昭和二十二年厚生省令第二十三号）第八条各号に掲げる賃金を除く。）の額に関する事項

(v) matters relating to the amount of wages (excluding extraordinary wages, bonuses and payments listed in each item of Article 8 of the Regulation for Enforcement of the Labor Standards Act (Order of the Ministry of Health and Welfare No. 23 of 1947));

六 健康保険法（大正十一年法律第七十号）による健康保険、厚生年金保険法（昭和二十九年法律第百十五号）による厚生年金、労働者災害補償保険法による労働者災害補償保険及び雇用保険法（昭和四十九年法律第百十六号）による雇用保険の適用に関する事項

(vi) matters relating to the application of health insurance under the National Health Insurance Act (Act No. 70 of 1922), the employees pension insurance under the Employees' Welfare Pension Insurance Act (Act No. 115 of 1954), the industrial accident compensation insurance under the Industrial Accident Compensation Insurance Act, and the employment insurance under the Employment Insurance Act (Act No. 116 of 1974); and

七 団体監理型技能実習生等を雇用しようとする者の氏名又は名称に関する事項

(vii) matters relating to the name of the person seeking to employ supervising-organization-type technical intern trainees, etc.

- 4 法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の三第四項の主務省令で定める方法は、前項各号に掲げる事項（以下この項及び次項において「明示事項」という。）が明らかとなる次のいずれかの方法とする。ただし、技能実習職業紹介（監理団体の実習監理を受ける団体監理型実習実施者等（団体監理型実習実施者又は団体監理型技能実習を行わせようとする者をいう。以下同じ。）のみを求人者とし、当該監理団体の実習監理に係る団体監理型技能実習生等のみを求職者とし、求人及び求職の申込みを受け、求人者と求職者との間における技能実習に係る雇用関係の成立をあっせんすることをいう。以下同じ。）の実施について緊急の必要があるためあらかじめこれらの方法によることができない場合において、明示事項をあらかじめこれらの方法以外の方法により明示したときは、この限りでない。

- (4) The method provided for by order of the competent ministries as prescribed in Article 5-3, paragraph (4) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms is to be either of the following methods which the matters listed in each item of the preceding paragraph are indicated (those matters are referred to as "matters to be indicated" in this paragraph and the following paragraph); provided, however, that that this does not apply if those methods cannot be followed in advance due to the urgent necessity for offering the employment placement services for technical intern training (meaning making arrangements to establish an employment relationship for technical intern training between a job recruiter and a job seeker, upon application from that job recruiter or seeker, only if the job recruiter is an organization implementing supervising-organization-type technical intern training, etc. under supervision by a supervising organization, etc. (meaning an organization implementing supervising-organization-type technical intern training or a person who is to conduct the supervising-organization-type technical intern training; the same applies hereinafter), and the job seeker is a supervising-organization-type technical intern trainee in relation to supervision by the relevant supervising organization; the same applies hereinafter), and the matters to be indicated are clearly indicated in advance in a method other than the following methods:

一 書面の交付の方法

(i) delivery of a written document; or

二 次のいずれかの方法によることを書面被交付者（明示事項を前号の方法により明示する場合において、書面の交付を受けるべき者をいう。以下この条及び第三十五条第三項において同じ。）が希望した場合における当該方法

(ii) the relevant of the following methods, if the document receiver (meaning the person who is to receive the delivery of a written document in cases in which the matters to be indicated are clearly indicated through the method set forth in the preceding item; the same applies hereinafter in this Article and Article 35, paragraph (3)) has requested delivery through either of those methods:

イ ファクシミリを利用してする送信の方法

(a) method of transmission using a facsimile; or

ロ 電子メールその他のその受信をする者を特定して情報を伝達するために用いられる電気通信（電気通信事業法（昭和五十九年法律第八十六号）第二条第一号に規定する電気通信をいう。以下「電子メール等」という。）の送信の方法（当該書面被交付者が当該電子メール等の記録を出力することにより書面を作成することができるものに限る。）

(b) method of transmission by email or other telecommunications used to convey information to people who are specified as those who are to receive the relevant information (meaning the telecommunications as prescribed in Article 2, item (i) of the Telecommunications Business Act (Act No. 86 of 1984); hereinafter referred to as the "email, etc.") (that method is limited to those in which the document receiver is able to print out the record of the email, etc. in the form of written documents).

5 前項第二号イの方法により行われた明示事項の明示は、当該書面被交付者の使用に係るファクシミリ装置により受信した時に、同号ロの方法により行われた明示事項の明示は、当該書面被交付者の使用に係る通信端末機器に備えられたファイルに記録された時に、それぞれ当該書面被交付者に到達したものとみなす。

(5) The indication of the matters to be indicated through the method under item (ii), (a) of the preceding paragraph is deemed to have reached the document receiver at the time that a facsimile machine used by the document receiver received that indication, and the indication of matters to be indicated through the method in (b) of the same item is deemed to have reached the document receiver at the time that that indication was recorded in a file in the communications terminal used by the document receiver.

6 団体監理型実習実施者等は、団体監理型技能実習生等に対して法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の三第一項の規定により明示された従事すべき業務の内容等に関する記録を、当該明示に係る技能実習職業紹介が終了する日（当該明示に係る技能実習職業紹介が終了する日以降に当該明示に係る労働契約を締結しようとする者にあつては、当該明示に係る労働契約を締結する日）までの間保存しなければならない。

(6) The organization implementing the supervising-organization-type technical intern training, etc. must keep the records relating to the contents, etc. of the work to be engaged in which that organization has indicated to the supervising-organization-type technical intern trainees, etc. pursuant to the provisions of Article 5-3, paragraph (1) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms, up until the date on which that organization ceases to use the employment placement services for the technical intern training in relation to those indicated contents (or, until the date of entering into a labor contract in relation to those indicated contents, if seeking to enter into a labor contract in relation to those indicated contents on or after the date on which that organization ceases to use the employment placement services for the technical intern training relating to that indicated contents).

(求人者の申込みを受理しない場合)

(Cases of Non-acceptance of Applications from Job Recruiters)

第三十三条 監理団体が、法第二十七条第二項の規定により読み替えて適用する職業安定法第五条の五ただし書の規定により技能実習職業紹介に関する求人者の申込みを受理しないときは、団体監理型実習実施者等に対し、その理由を説明しなければならない。

Article 33 If the supervising organization does not accept an application from a job recruiter relating to the employment placement services for technical intern training pursuant to the proviso of Article 5-5 of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms, the organization must explain the reason therefor to the organization implementing supervising-organization-type technical intern training, etc.

(取扱職種等の範囲等の届出等)

(Notification of the Scope, Etc. of Applicable Occupations)

第三十四条 法第二十七条第二項の規定により読み替えて適用する職業安定法第三十二条の十二第一項（同法第三十三条第四項において準用する場合を含む。）の規定による届出は、法第二十三条第二項の申請又は法第三十二条第三項の規定による届出と併せて、別記様式第十一号又は別記様式第十七号により行うものとする。

Article 34 (1) The notification provided for in Article 12-12, paragraph (1) (including as applied mutatis mutandis pursuant to Article 33, paragraph (4) of the same Act) of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms is to be made based on Appended Form 11 or Appended Form 17 together with the application provided for in Article 23, paragraph (2) of the Act or the notification provided for in Article 32, paragraph (3) of the Act.

2 法務大臣及び厚生労働大臣は、法第二十七条第二項の規定により読み替えて適用する職業安定法第三十二条の十二第三項（同法第三十三条第四項において準用する場合を含む。）の規定により、監理団体に対し、取扱職種の種類等の変更を命令するときは、別記様式第十三号により通知するものとする。

(2) If the Minister of Justice and the Minister of Health, Labor and Welfare order the supervising organization to make a change in the scope, etc. of the applicable job categories in accordance with the provisions of Article 32-12, paragraph (3) of the Employment Security Act (including as applied mutatis mutandis pursuant to the provisions of Article 33, paragraph (4) of the same Act) as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms, they are to make the notification based on Appended Form 13.

（取扱職種の種類等の明示等）

(Clear Indication of the Scope, Etc. of Applicable Job Categories)

第三十五条 法第二十七条第二項の規定により読み替えて適用する職業安定法第三十二条の十三（同法第三十三条第四項において準用する場合を含む。）の主務省令で定める事項は、団体監理型実習実施者等の情報（技能実習職業紹介に係るものに限る。）及び団体監理型技能実習生等の個人情報の取扱いに関する事項とする。

Article 35 (1) The matters provided for by order of the competent ministries as prescribed in Article 32-13 of the Employment Security Act (including as applied mutatis mutandis pursuant to Article 33, paragraph (4) of the same Act) as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms are to be matters relating to the handling of information of the organization implementing supervising-organization-type technical intern training, etc. (limited to those relating to the employment placement services for technical intern training) and the personal information of supervising-organization-type technical intern trainees.

2 法第二十七条第二項の規定により読み替えて適用する職業安定法第三十二条の十三（同法第三十三条第四項において準用する場合を含む。）の規定による明示は、技能実習職業紹介に関する求人の申込み又は求職の申込みを受理した後、速やかに、第三十二条第四項各号のいずれかの方法により行わなければならない。ただし、技能実習職業紹介の実施について緊急の必要があるためあらかじめこれらの方法によることができない場合において、当該明示すべき事項（次項において「明示事項」という。）をあらかじめこれらの方法以外の方法により明示したときは、この限りでない。

(2) The indication provided for in Article 32-13 of the Employment Security Act (including as applied mutatis mutandis pursuant to Article 33, paragraph (4) of the same Act) as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms is to be made promptly through either of the methods as provided for in any of the items of Article 32, paragraph (4) after the application from a job recruiter or seeker

has been received in relation to the employment placement services for technical intern training; provided, however, that that this does not apply if those methods cannot be followed in advance due to the urgent necessity for offering the employment placement services for the technical intern training, and the matters to be indicated (hereinafter referred to as "matters to be indicated" in the following paragraph) are clearly indicated in advance through a method other than these methods.

3 第三十二条第四項第二号イの方法により行われた明示事項の明示は、当該書面被交付者の使用に係るファクシミリ装置により受信した時に、同号ロの方法により行われた明示事項の明示は、当該書面被交付者の使用に係る通信端末機器に備えられたファイルに記録された時に、それぞれ当該書面被交付者に到達したものとみなす。

(3) The indication of the matters to be indicated through the method listed in Article 32, paragraph (4), item (ii), (a) is deemed to have reached the document receiver at the time that a facsimile machine used by the document receiver received that indication, and the indication of the matters to be indicated through the method in (b) of the same item is deemed to have reached the document receiver at the time that that indication was recorded in a file in the communications terminal used by the document receiver.

(主務大臣の指導等)

(Guidance from the Competent Minister)

第三十六条 法第二十七条第二項の規定により読み替えて適用する職業安定法第三十三条の六の規定により法務大臣及び厚生労働大臣が行う指導、助言及び勧告は、書面により行うものとする。

Article 36 The necessary guidance, advice and recommendations to be made by the Minister of Justice and the Minister of Health, Labour and Welfare pursuant to the provisions of Article 33-6 of the Employment Security Act as applied pursuant to the provisions of Article 27, paragraph (2) of the Act following the deemed replacement of the terms are to be given in writing.

(監理費)

(Supervision Fees)

第三十七条 法第二十八条第二項の主務省令で定める適正な種類及び額は、次の表の上欄及び中欄のとおりとし、監理費の徴収方法は同表の上欄に掲げる種類に応じて同表の下欄に定めるとおりとする。

Article 37 The appropriate type and amount provided for by order of the competent ministries as prescribed in Article 28, paragraph (2) of the Act is to be as given respectively in the left-hand column and middle column of the following Table, and the method of collecting the supervision fees is to be as given in the right-hand column of the same Table corresponding to the type listed in the left-hand column of the same Table.

種類 Type	額 Amount	徴収方法 Collection Method
職業紹介費 Employment placement fee	<p>団体監理型実習実施者等と団体監理型技能実習生等との間における雇用関係の成立のあつせんに係る事務に要する費用（募集及び選抜に要する人件費、交通費、外国の送出機関へ支払う費用その他の実費に限る。）の額を超えない額</p> <p>An amount not exceeding the amount of the expenses (limited to staff expenses required for recruitment and selection, transportation expenses, expenses paid to the sending organization in a foreign country, and other actual expenses) required for practical affairs for making arrangements to establish an employment relationship between the organization implementing supervising-organization-type technical intern training, etc. and the supervising-organization-type technical intern trainee, etc.</p>	<p>団体監理型実習実施者等から求人の申込みを受理した時以降に当該団体監理型実習実施者等から徴収する。</p> <p>To be collected from the organization implementing supervising-organization-type technical intern training, etc. after acceptance of the application for job recruitment from that organization implementing supervising-organization-type technical intern training, etc.</p>



<p>講習費（第一号団体監理型技能実習に限る。） Lectures fee (limited to supervising-organization-type technical intern training (i))</p>	<p>監理団体が実施する入国前講習及び入国後講習に要する費用（監理団体が支出する施設使用料、講師及び通訳人への謝金、教材費、第一号団体監理型技能実習生に支給する手当その他の実費に限る。）の額を超えない額 An amount not exceeding the amount of the expenses required for the pre-entry lectures and post-entry lectures implemented by the supervising organization (limited to facility usage fees, the honorarium for instructors and interpreters, teaching material costs, and allowances to be paid to supervising-organization-type technical intern trainees (i), and other actual expenses paid by the supervising organization)</p>	<p>入国前講習に要する費用にあつては入国前講習の開始日以降に、入国後講習に要する費用にあつては入国後講習の開始日以降に、団体監理型実習実施者等から徴収する。 To be collected from the organization implementing supervising-organization-type technical intern training, etc. on or after the date of commencement of the pre-entry lectures for expenses required for the pre-entry lectures, and on or after the date of commencement of the post-entry lectures for expenses required for the post-entry lectures.</p>
<p>監査指導費 Audit guidance fee</p>	<p>団体監理型技能実習の実施に関する監理に要する費用（団体監理型実習実施者に対する監査及び指導に要する人件費、交通費その他の実費に限る。）の額を超えない額 An amount not exceeding the amount of expenses required for supervision relating to implementation of the supervising organization-type technical intern training (limited to the personnel expenses required for audits and guidance for the organization implementing supervising-organization-type technical intern training, transportation expenses, and other actual expenses)</p>	<p>団体監理型技能実習生が団体監理型実習実施者の事業所において業務に従事し始めた時以降一定期間ごとに当該団体監理型実習実施者から徴収する。 To be collected from the organization implementing supervising-organization-type technical intern training, etc. at regular intervals from the time of the supervising-organization-type technical intern trainee starting to engage in work at the place of business of that organization.</p>

その他諸経費 Other overhead expenses.	その他技能実習の適正な実施及び技能実習生の保護に資する費用（実費に限る。）の額を超えない額 Other amounts not exceeding the amount of expenses (limited to actual expenses) that will contribute to the proper protection and training of technical intern	当該費用が必要となった時以降に団体監理型実習実施者等から徴収する。 To be collected from the organization implementing supervising-organization-type technical intern training, etc. from the time when those expenses are required.
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（許可証）

(Certificates)

第三十八条 法第二十九条第一項（法第三十一条第五項及び第三十二条第二項において準用する場合を含む。）の許可証（以下単に「許可証」という。）は、別記様式第十四号によるものとする。

Article 38 (1) The certificate as provided for in Article 29, paragraph (1) (including as applied mutatis mutandis pursuant to Article 31, paragraph (5) and Article 32, paragraph (2) of the Act) (hereinafter simply referred to as "certificate") is to be based on Appended Form 14.

2 法第二十九条第三項（法第三十一条第五項及び第三十二条第二項において準用する場合を含む。）の規定により許可証の再交付を受けようとする者は、別記様式第十五号による申請書の正本一部及び副本二部を提出しなければならない。

(2) A person that seeks to be reissued with a certificate pursuant to the provisions of Article 29, paragraph (3) of the Act (including as applied mutatis mutandis pursuant to Article 31, paragraph (5) and Article 32, paragraph (2) of the Act) must submit one original copy and two duplicate copies of the written application based on Appended Form 15.

3 許可証の交付を受けた者は、次の各号のいずれかに該当することとなったときは、当該事実のあった日から十日以内に、第一号から第三号までの場合にあっては監理事業を行う全ての事業所に係る許可証、第四号の場合にあっては廃止した事業所に係る許可証、第五号の場合にあっては発見し、又は回復した許可証を返納しなければならない。

(3) If a person that has been granted a certificate comes to fall under any of the following items, that person must return the certificate relating to all of the places of business where the supervising business has been conducted, in cases of items (i) through (iii); the certificate relating to the place of business which has been abolished, in cases of item (iv); or the certificate which was found or recovered, in cases of item (v), within 10 days since the date on which the relevant case occurred:

一 許可が取り消されたとき。

(i) the license has been revoked;

二 許可の有効期間が満了したとき。

(ii) the expiration date of the license has passed;

三 監理事業を廃止したとき。

(iii) the supervising business has been abolished;

四 監理事業を行う事業所を廃止したとき。

(iv) the place of business where the supervising business has been conducted has been abolished; or

五 許可証の再交付を受けた場合において、亡失した許可証を発見し、又は回復したとき。

(v) the lost certificate has been found or recovered in cases in which the certificate has been re-issued.

4 許可証の交付を受けた者が合併により消滅したときは、合併後存続し、又は合併により設立された法人の代表者は、当該事実のあった日から十日以内に、監理事業を行う全ての事業所に係る許可証を返納しなければならない。

(4) If the person that received the certificate has been extinguished by a merger, the representative of the corporation surviving after the merger or established through the merger must return the certificate relating to all of the places of business where the supervising business has been conducted, within 10 days since the date on which the relevant case has occurred.

(長期の有効期間が認められる者)

(Persons Permitted a Long-Term Period of Validity)

第三十九条 外国人の技能実習の適正な実施及び技能実習生の保護に関する法律施行令（平成二十九年政令第百三十六号。以下「政令」という。）第二条第三号及び第五号の主務省令で定める基準は、従前の監理事業に係る許可の有効期間において法第三十六条第一項又は第三十七条第三項の規定による命令を受けていないこととする。

Article 39 The standards provided for by order of the competent ministries as prescribed in Article 2, item (iii) and item (v) of the Order for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Cabinet Order No. 136 of 2017; hereinafter referred to as the "Cabinet Order") are for the relevant organization not to be subject to the order provided for in Article 36, paragraph (1) or Article 37, paragraph (3) of the Act during the valid period of the license relating to the previous supervising business.

(許可の有効期間の更新の手数料)

(Fees for Renewal of the Period of Validity of the License)

第四十条 法第三十一条第四項の主務省令で定める額は、九百円に監理事業を行う事業所の数を乗じて得た額とする。

Article 40 (1) The amount provided for by order of the competent ministries as

prescribed in Article 31, paragraph (4) of the Act is to be the amount obtained by multiplying 900 yen by the number of places of business where the supervising business is conducted.

2 法第三十一条第五項において準用する法第二十四条第五項の主務省令で定める額は、一万七千百円に監理事業を行う事業所の数を乗じて得た額とする。

(2) The amount provided for by order of the competent ministries as prescribed in Article 24, paragraph (5) of the Act as applied mutatis mutandis pursuant to the provisions of Article 31, paragraph (5) of the Act is to be the amount obtained by multiplying 17,100 by the number of places of business where the supervising business is conducted.

(許可の有効期間の更新の申請等)

(Application for Renewal of the Period of Validity of Licenses)

第四十一条 法第三十一条第五項において準用する法第二十三条第二項の申請は、許可の有効期間が満了する日の三月前までに、別記様式第十一号による申請書の正本一部及び副本二部を提出して行わなければならない。

Article 41 (1) The application provided for in Article 23, paragraph (2) of the Act as applied mutatis mutandis pursuant to Article 31, paragraph (5) of the Act must be made by submitting one original copy and two duplicate copies of the written application based on Appended Form 11 at least three months prior to the date of expiration of the valid period of the license.

2 更新後の許可証の交付は、更新前の許可証と引換えに行うものとする。

(2) The certificate after the renewal is to be issued in exchange for the certificate prior to the renewal.

(更新申請書の記載事項)

(Required Information for Written Applications for Renewal)

第四十二条 法第三十一条第五項において準用する法第二十三条第二項第七号の主務省令で定める事項は、次のとおりとする。

Article 42 The matters provided for by order of the competent ministries as prescribed in Article 23, paragraph (2), item (vii) of the Act as applied mutatis mutandis pursuant to the provisions of Article 31, paragraph (5) of the Act are to be as follows:

一 第二十六条各号（第七号を除く。）に掲げる事項

(i) the matters listed in each item of Article 26 (excluding item (vii)); and

二 監理団体の許可年月日及び許可番号

(ii) the date of the license and accreditation number of the supervising organization.

(変更の許可の申請等)

(Application for Approval of Changes)

第四十三条 法第三十二条第二項において準用する法第二十三条第二項の申請は、別記様式第十六号による申請書の正本一部及び副本二部を提出して行わなければならない。

Article 43 (1) The application provided for in Article 23, paragraph (2) of the Act as applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act is to be made by submitting one original copy and two duplicate copies of the written application based on Appended Form 16.

2 変更後の許可証の交付は、変更前の許可証と引換えに行うものとする。

(2) The certificate after the change is to be issued in exchange for the certificate prior to the change.

(事業区分変更許可申請書の記載事項)

(Required Information for the Application for Approval of a Change in Business Category)

第四十四条 法第三十二条第二項において準用する法第二十三条第二項第七号の主務省令で定める事項は、次のとおりとする。

Article 44 The matters provided for by order of the competent ministries as prescribed in Article 23, paragraph (2), item (vii) of the Act as applied mutatis mutandis pursuant to Article 32 paragraph (2) of the Act are to be as follows:

一 第二十六条各号（第七号を除く。）に掲げる事項

(i) the matters listed in each item of Article 26 (excluding item (vii));

二 監理団体の許可年月日及び許可番号

(ii) the date of the license and accreditation number of the supervising organization;

三 特定監理事業から一般監理事業への事業の区分の変更に係るものにあつては、一般監理事業を開始する予定日及び変更の理由

(iii) in cases of a change in the category of business from specified supervising business to general supervising business, the scheduled starting date of the general supervising business and reason for the change; and

四 一般監理事業から特定監理事業への事業の区分の変更に係るものにあつては、一般監理事業を終える予定日及び変更の理由

(iv) in cases of a change in the category of business from general supervising business to specified supervising business, the scheduled termination date of the general supervising business and reason for the change.

(変更の許可の手数料)

(Fee for Approving Changes)

第四十五条 法第三十二条第二項において準用する法第二十三条第七項の主務省令で定める額（一般監理事業への事業の区分の変更に係るものに限る。）は、二千五百円

（監理事業を行う事業所の数が二以上の場合にあつては、九百円に当該事業所数から一を減じた数を乗じて得た額に二千五百円を加えた額）とする。

Article 45 (1) The amount provided for by order of the competent ministries as

prescribed in Article 23, paragraph (7) of the Act as applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act (limited to those in relation to a change in the category of business to general supervising business) is to be 2,500 yen (or, if there are two or more places of business where the supervising business is conducted, 2,500 yen plus the amount arrived at when 900 yen is multiplied by the number of places of business minus one).

- 2 法第三十二条第二項において準用する法第二十四条第五項の主務省令で定める額（一般監理事業への事業の区分の変更に係るものに限る。）は、四万七千五百円（監理事業を行う事業所の数が二以上の場合にあっては、一万七千五百円に当該事業所数から一を減じた数を乗じて得た額に四万七千五百円を加えた額）とする。

- (2) The amount provided for by order of the competent ministries as prescribed in Article 24, paragraph (5) of the Act as applied mutatis mutandis pursuant to Article 32 paragraph (2) of the Act (limited to those relating to a change in the category of business to general supervising business) is to be 47,500 yen (or, if there are two or more places of business where the supervising business is conducted, 47,500 yen plus the amount arrived at when 17,100 yen is multiplied by the number of places of business minus one).

（軽微な変更）

(Minor Changes)

第四十六条 法第三十二条第三項の主務省令で定めるものは、法第二十三条第二項各号（第四号を除く。）に掲げる事項のうち監理事業の実施に実質的な影響を与えない変更とする。

Article 46 The changes in the matters prescribed by order of the competent ministries as prescribed in Article 32, paragraph (3) of the Act are to be changes in the matters listed in any of the items of Article 23, paragraph (2) of the Act (excluding item (iv)) which do not have a substantial effect on the implementation of the supervising business.

（変更の届出等）

(Notification of Changes)

第四十七条 法第三十二条第三項の規定による届出は、別記様式第十七号によるものとする。

Article 47 (1) The notification provided for in Article 32, paragraph (3) of the Act is to be based on Appended Form 17.

- 2 前項の規定にかかわらず、同項の届出に係る事項が許可証の記載事項に該当する場合にあっては、別記様式第十七号による申請書の正本一部及び副本二部を提出しなければならない。

- (2) Notwithstanding the provisions of the preceding paragraph, if the matters relating to the notification as provided for in the same paragraph fall under the required information of the certificate, one original copy and two duplicate

copies of the written application based on Appended Form 17 must be submitted.

- 3 法第三十二条第三項の主務省令で定める書類は、法第二十五条第一項各号に掲げる事項を証する書面及び第二十七条各号に掲げる書類のうち事業所の新設によって変更を生ずる事項に係るものとする。

(3) The documents provided for by order of the competent ministries as prescribed in Article 32, paragraph (3) of the Act are to be those related to the matters which need to be changed due to the establishment of a new place of business, among the documents proving the matters listed in each item of Article 25, paragraph (1) of the Act and the documents listed in each item of Article 27.

- 4 法第三十二条第三項後段に規定する場合以外の場合には、第一項に規定する届出書又は第二項に規定する申請書には、監理事業を行う事業所ごとの監理事業に係る事業計画書、法第二十五条第一項各号に掲げる事項を証する書面及び第二十七条各号に掲げる書類のうち変更があった事項に係るものを添付しなければならない。

(4) In cases other than the cases provided for in the second sentence of Article 32, paragraph (3) of the Act, the written notification provided for in paragraph (1) or the written application provided for in paragraph (2) must be submitted with documents related to changed matters attached to it among the written business plan relating to the supervising business for each place of business where the supervising business is conducted, the documents certifying the matters listed in each item of Article 25, paragraph (1) of the Act, and the documents listed in each item of Article 27 of the Act.

(技能実習の実施が困難となった場合の届出等)

(Notification in Cases of Difficulty in Continuing Implementation of the Technical Internship Training)

第四十八条 法第三十三条第一項の規定による届出は、別記様式第十八号によるものとする。

Article 48 (1) The notification provided for in Article 33, paragraph (1) of the Act is to be based on Appended Form 18.

- 2 法第三十三条第一項の主務省令で定める事項は、次のとおりとする。

(2) The matters provided for by order of the competent ministries as prescribed in Article 33, paragraph (1) of the Act are to be as follows:

一 届出者の許可番号、名称及び住所

(i) the license number, name and address of the notifying party;

二 団体監理型技能実習の実施が困難となった団体監理型実習実施者の実習実施者届出受理番号、氏名又は名称及び住所

(ii) the notification acceptance number, name and address of the organization implementing supervising-organization-type technical intern training that has the difficulty in implementing the training;

三 第二十一条第二項第二号から第五号までに規定する事項

(iii) the matters provided for in Article 21, paragraph (2), items (ii) through (v);

四 第二号に規定する団体監理型実習実施者による団体監理型技能実習の継続のための措置

(iv) the measures to be taken to continue with implementation of the supervising-organization-type technical intern training by the organization implementing supervising-organization-type technical intern training provided for in item (ii);

五 届出者による団体監理型技能実習の継続のための措置

(v) the measures to be taken to continue with implementation of the supervising-organization-type technical intern training by the notifying party; and

六 法第十九条第二項の規定による通知を受けた場合にあっては、前各号に掲げるもののほか、当該通知の年月日その他当該通知に係る事項

(vi) in cases of receiving notification pursuant to the provisions of Article 19, paragraph (2) of the Act, in addition to the matters listed in each of the preceding items, the date of the notification and other matters pertaining to said notification.

(休廃止の届出等)

(Notification of Suspension or Discontinuation)

第四十九条 法第三十四条第一項の規定による届出は、別記様式第十九号によるものとする。

Article 49 (1) The notification provided for in Article 34, paragraph (1) of the Act is to be based on Appended Form 19.

2 法第三十四条第一項の主務省令で定める事項は、次のとおりとする。

(2) The matters provided for by order of the competent ministries as prescribed in Article 34, paragraph (1) of the Act are to be as follows:

一 届出者の許可番号、許可年月日、名称及び住所

(i) the license number, license date, name and address of the notifying party;

二 監理事業を行う事業所の名称及び所在地

(ii) the name and address of the place of business where the supervising business is conducted;

三 廃止又は休止の予定日

(iii) the scheduled date of discontinuation or suspension;

四 監理事業を休止しようとする場合にあっては、その範囲及び期間

(iv) if the supervising business is to be suspended, the scope and period of the suspension;

五 廃止又は休止の理由

(v) the reason for the discontinuation or suspension;

六 直近の監理事業に係る許可の有効期間において実習監理を行った団体監理型技能



実習に係る事項

(vi) the matters relating to the supervising-organization-type technical intern training to which the notifying party has given supervision within the valid period of the most recent license relating to the supervising business; and

七 実習監理をする団体監理型技能実習が現に行われている場合にあっては、届出者による当該団体監理型技能実習の継続のための措置

(vii) the measures which the notifying party is to take to continue with implementation of the supervising-organization-type technical intern training under their supervision, if that training is being conducted.

3 第一項の届出をして監理事業の全部又は一部を休止した者は、休止した監理事業を再開しようとするときは、あらかじめ、機構を経由して、出入国在留管理庁長官及び厚生労働大臣にその旨を届け出なければならない。

(3) If a person that has made the notification provided for in paragraph (1) and has suspended all or a part of the supervising business seeks to resume the suspended supervising business, that person must notify the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare to that effect through the OTIT in advance.

(職員の身分証明書)

(Employee Identification Cards)

第五十条 法第三十五条第二項において準用する法第十三条第二項の身分を示す証明書（法第百四条第一項に規定する報告徴収等のみを担当する職員の身分を示す証明書に限る。）は、別記様式第二十号によるものとする。

Article 50 The identification card as provided for in Article 13, paragraph (2) of the Act as applied mutatis mutandis pursuant to Article 35, paragraph (2) of the Act (limited to cards showing the identification of the employees in charge of only the collection of reports etc. provided for in Article 104, paragraph (1) of the Act) is to be based on Appended Form 20.

(事業の区分の職権変更)

(Ex Officio Changes in Category of Business)

第五十一条 法務大臣及び厚生労働大臣は、法第三十七条第二項の規定により職権で一般監理事業に係る監理許可を特定監理事業に係るものに変更するときは、別記様式第二十一号により、その旨を監理団体に通知するものとする。

Article 51 (1) If the Minister of Justice and the Minister of Health, Labor and Welfare change the license to supervise for the general supervising business to that of one for specified supervising business ex officio pursuant to the provisions of Article 37, paragraph (2) of the Act, they are to notify the supervising organization to that effect based on Appended Form 21.

2 前項の通知を受けた監理団体は、速やかに、許可証の書換えを受けなければならない。

- (2) The supervising organization which received the notification as provided for in the preceding paragraph must promptly have their certificate rewritten.

(監理団体の業務の実施に関する基準)

(Standards for the Implementation of Duties by Supervising Organizations)

第五十二条 法第三十九条第三項の主務省令で定める基準は、次のとおりとする。

Article 52 The standards provided for by order of the competent ministries as prescribed in Article 39, paragraph (3) of the Act are to be as follows:

一 団体監理型実習実施者が認定計画に従って団体監理型技能実習を行わせているか、出入国又は労働に関する法令に違反していないかどうかその他の団体監理型技能実習の適正な実施及び団体監理型技能実習生の保護に関する事項について、監理責任者の指揮の下に、次に掲げる方法（法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものである場合にあっては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める方法、その他団体監理型技能実習生が従事する業務の性質上次に掲げる方法のうちその方法によることが著しく困難なものがある場合にあっては、当該方法については、これに代えて他の適切な方法）により、団体監理型実習実施者に対し三月に一回以上の頻度で監査を適切に行うこと。

(i) an audit is to be properly conducted at least once every three months of the organization implementing supervising-organization-type technical intern training through the following methods (or in cases relating to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, through the methods provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare; or in other cases in which it is extremely difficult to use any of the following methods owing to the nature of the work in which the supervising-organization-type technical intern trainee is engaged, through the following appropriate methods which have been substituted for each of the relevant methods which are difficult to use) under the direction of the supervision manager, on whether the relevant organization is conducting the supervising-organization-type technical intern training in accordance with the accredited plan, whether the relevant organization is in violation of any laws relating to immigration or labor, and other matters relating to proper implementation of supervising-organization-type technical intern training and protection of supervising-organization-type technical intern trainees;

イ 団体監理型技能実習の実施状況について実地による確認を行うこと。

(a) through means of an on-site check on the status of implementation of the supervising-organization-type technical intern training;

- ロ 技能実習責任者及び技能実習指導員から報告を受けること。
- (b) through means of receiving reports from the technical intern training manager and technical intern training instructors;
- ハ 団体監理型実習実施者が団体監理型技能実習を行わせている団体監理型技能実習生の四分の一以上（当該団体監理型技能実習生が二人以上四人以下の場合にあつては二人以上）と面談すること。
- (c) through means of interviewing one-quarter of the supervising-organization-type technical intern trainees whom the organization implementing supervising-organization-type technical intern training has engage in that training (or two or more of those trainees, if there are more than two and less than four such trainees);
- ニ 団体監理型実習実施者の事業所においてその設備を確認し、及び帳簿書類その他の物件を閲覧すること。
- (d) through means of checking the equipment and inspecting the books, documents, and other items at the place of business of the organization implementing supervising-organization-type technical intern training; and
- ホ 団体監理型実習実施者が団体監理型技能実習を行わせている団体監理型技能実習生の宿泊施設その他の生活環境を確認すること。
- (e) through means of checking the accommodation facilities and other living environments of supervising-organization-type technical intern trainees whom the organization implementing supervising-organization-type technical intern training has engage in that training;
- 二 団体監理型実習実施者が法第十六条第一項各号のいずれかに該当する疑いがあると認めたときは、監理責任者の指揮の下に、直ちに、前号に規定する監査を適切に行うこと。
- (ii) if the organization implementing supervising-organization-type technical intern training is suspected of falling under any of the items of Article 16, paragraph (1) of the Act, the audit under the preceding item is to be conducted under the direction of the supervision manager immediately and properly;
- 三 第一号団体監理型技能実習にあつては、監理責任者の指揮の下に、一月に一回以上の頻度で、団体監理型実習実施者が認定計画に従って団体監理型技能実習を行わせているかについて実地による確認（団体監理型技能実習生が従事する業務の性質上当該方法によることが著しく困難な場合にあつては、他の適切な方法による確認）を行うとともに、団体監理型実習実施者に対し必要な指導を行うこと。
- (iii) in cases of supervising-organization-type technical intern training (i), an on-site check (or if it is extremely difficult to use that method owing to the nature of the work in which the supervising-organization-type technical intern trainee is engaged, a check through some other appropriate method) is to be conducted at least once a month under the direction of the supervision manager, to confirm whether the organization implementing supervising-

organization-type technical intern training is conducting that training in accordance with the accredited plan; and the necessary guidance is to be given to that organization;

四 技能実習を労働力の需給の調整の手段と誤認させるような方法で、団体監理型実習実施者等の勧誘又は監理事業の紹介をしないこと。

(iv) not to solicit organizations implementing supervising-organization-type technical intern training, etc. or introduce supervising business in a misleading way so as to suggest technical intern training as a means of adjusting the supply and demand of the labor force;

五 外国の送出機関との間で団体監理型技能実習の申込みの取次ぎに係る契約を締結するときは、当該外国の送出機関が、団体監理型技能実習生等の本邦への送出に関連して、団体監理型技能実習生等又はその配偶者、直系若しくは同居の親族その他団体監理型技能実習生等と社会生活において密接な関係を有する者の金銭その他の財産を管理せず、かつ、団体監理型技能実習に係る契約の不履行について違約金を定める契約その他の不当に金銭その他の財産の移転を予定する契約をしないことを確認し、その旨を契約書に記載すること。

(v) if entering into a contract with the sending organization in a foreign country for acting as a broker in an application for supervising-organization-type technical intern training, a check is to be conducted to confirm that, in connection with sending a supervising-organization-type technical intern trainee, etc. to Japan, that organization does not manage the money or other property of the relevant trainee, etc., their spouse, their lineal relative, their cohabiting relative, or any other person who has a close relationship with that trainee, etc. as a part of their life, and does not enter into a contract that stipulates penalties for non-performance of a contract relating to the training in question or enter into any other contract which expects the unjust transfer of money or other property; and the statement to that effect is to be provided in the written contract;

六 団体監理型技能実習の申込みの取次ぎを受ける場合にあっては、当該取次ぎが外国の送出機関からのものであること。

(vi) in cases of receiving applications for supervising-organization-type technical intern training through a broker, that broker is to be a sending organization in a foreign country.

七 第一号団体監理型技能実習にあっては、認定計画に従って入国後講習を実施し、かつ、入国後講習の期間中は、団体監理型技能実習生を業務に従事させないこと。

(vii) in cases of supervising-organization-type technical intern training (i), the post-entry lectures are to be implemented in accordance with the accredited plan, and the supervising-organization-type technical intern trainees are not to engage in work during the period of the post-entry lectures;

八 法第八条第四項（法第十一条第二項において準用する場合を含む。）に規定する指導に当たっては、団体監理型技能実習を行わせる事業所及び団体監理型技能実習

生の宿泊施設（法第十一条第二項において準用する場合にあつては、これらのうち変更しようとする事項に係るものに限る。）を実地に確認するほか、次に掲げる観点から指導を行うこと。この場合において、ロに掲げる観点からの指導については、修得等をさせようとする技能等について一定の経験又は知識を有する役員又は職員にこれを担当させること。

(viii) when the guidance provided for in Article 8, paragraph (4) of the Act (including as applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act) is provided, an on-site check is to be conducted on the places of business where the supervising-organization-type technical intern training is to be conducted, and on the accommodation facilities of the supervising-organization-type technical intern trainees (in cases where it is applied *mutatis mutandis* pursuant to Article 11, paragraph (2) of the Act, limited to those pertaining to matters which are intended for change), and the relevant guidance is to be given from the following perspectives. In such a case, with regard to guidance from the perspective listed in (b), officers or employees who have certain experience or knowledge about the skills, etc. that the trainees are to acquire, etc. is to be put in charge:

イ 技能実習計画を法第九条各号に掲げる基準及び出入国又は労働に関する法令に適合するものとする観点

(a) the perspective of ensuring that the technical intern training plan complies with the standards listed in each item of Article 9 of the Act, and with the laws and regulations relating to immigration and labor;

ロ 適切かつ効果的に技能等の修得等をさせる観点

(b) the perspective of having the technical intern trainees acquire, etc. the skills, etc. appropriately and effectively; and

ハ 技能実習を行わせる環境を適切に整備する観点

(c) the perspective of developing an appropriate environment for the conducting of the technical intern training;

九 その実習監理に係る団体監理型技能実習生の第十条第二項第三号トに規定する一時帰国に要する旅費及び団体監理型技能実習の終了後の帰国に要する旅費を負担するとともに、団体監理型技能実習の終了後の帰国が円滑になされるよう必要な措置を講ずること。

(ix) to pay travel expenses required for the supervising-organization-type technical intern trainees under supervision to return temporarily to the home country as provided for in Article 10, paragraph (2), item (iii), (g), and travel expenses required for those trainees to return to the home country after the end of the supervising-organization-type technical intern training; and to take the necessary measures required for smooth return to the home after completion of the supervising-organization-type technical intern training;

十 その実習監理に係る団体監理型技能実習生の人権を著しく侵害する行為を行わな

いこと。

- (x) not to commit an act of significantly infringing upon the human rights of supervising-organization-type technical intern trainees pertaining to the technical intern training subject to supervision;

十一 技能実習を行わせようとする者に不正に法第八条第一項若しくは第十一条第一項の認定を受けさせる目的、不正に法第二十三条第一項若しくは第三十二条第一項の許可若しくは法第三十一条第二項の更新を受ける目的、出入国若しくは労働に関する法令の規定に違反する事実を隠蔽する目的又はその事業活動に関し外国人に不正に入管法第三章第一節若しくは第二節の規定による証明書の交付、上陸許可の証印若しくは許可、同章第四節の規定による上陸の許可若しくは入管法第四章第一節若しくは第二節若しくは第五章第三節の規定による許可を受けさせる目的で、偽造若しくは変造された文書若しくは図画又は虚偽の文書若しくは図画を行使し、又は提供する行為を行わないこと。

- (xi) not to commit an act of using or providing a forged, altered, or false document or drawing for the purpose of having a person whom the relevant organization seeks to have engage in the technical intern training obtain the accreditation provided for in Article 8, paragraph (1) or Article 11, paragraph (1) of the Act illegally; for the purpose of illegally obtaining the license provided for in Article 23, paragraph (1) or Article 32, paragraph (1) of the Act or the renewal provided for in Article 31, paragraph (2) of the Act; for the purpose of concealing facts in violation of the provisions of laws or regulations relating to immigration or labor; for the purpose of illegally obtaining a certificate or a seal of verification or permission for landing provided for in the provisions of Chapter III, Section 1 or Section 2 of the Immigration Control Act, the permission for landing provided for in the provisions of Section 4 of the same Chapter, or the permission provided for in the provisions of Chapter IV, Section 1 or Section 2 or Chapter V, Section 3 of the Immigration Control Act, for a foreign national in relation to its business activities;

十二 団体監理型技能実習生との間で認定計画と反する内容の取決めをしないこと。

- (xii) not to make arrangements that are contrary to the accredited plan with the supervising-organization-type technical intern trainee;

十三 法第三十七条第一項各号のいずれかに該当するに至ったときは、直ちに、機構に当該事実を報告すること。

- (xiii) if it comes to fall under any of the items of Article 37, paragraph (1) of the Act, to immediately report to that effect to the OTIT;

十四 その実習監理に係る団体監理型技能実習生からの相談に適切に応じるとともに、団体監理型実習実施者及び団体監理型技能実習生への助言、指導その他の必要な措置を講ずること。

- (xiv) to respond appropriately to consultations from supervising-organization-type technical intern trainees pertaining to the technical intern training

subject to supervision, and to give advice and guidance and take other necessary measures towards the organization implementing supervising-organization-type technical intern training and the supervising-organization-type technical intern trainees;

十五 事業所内の一般の閲覧に便利な場所に、監理団体の業務の運営（監理費の徴収を含む。）に係る規程を掲示すること。

(xv) to post the regulations for the management of the business of the supervising organization (including the collection of supervision fees) in places convenient for general viewing within the place of business; and

十六 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係る団体監理型技能実習の実習監理を行うものにあつては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める基準に適合すること。

(xvi) beyond those matters listed in each of the preceding items, in cases relating to the supervision of supervising-organization-type technical intern training relevant to the specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the standards provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare are to be met.

（監理責任者）

(Supervision Managers)

第五十三条 法第四十条第一項の監理責任者は、監理事業を行う事業所ごとに、監理団体の常勤の役員又は職員の中から、当該事業所に所属する者であつて監理責任者の業務を適正に遂行する能力を有するものを選任しなければならない。

Article 53 (1) The supervision manager as provided for in Article 40, paragraph (1) of the Act must be appointed at each place of business where the supervising business is conducted, among the full-time officers or employees of the supervising organization; and must be a person who belongs to the relevant place and has the ability to properly carry out the supervision manager work.

2 監理責任者は、過去三年以内に監理責任者に対する講習として法務大臣及び厚生労働大臣が告示で定めるものを修了した者でなければならない。

(2) The supervision manager must be a person who has completed the course for supervision managers provided for by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, within the past three years.

3 監理事業を行う事業所において実習監理を行う団体監理型実習実施者と密接な関係を有する者として次に掲げる者が当該事業所の監理責任者となる場合にあつては、当該監理責任者は当該団体監理型実習実施者に対する実習監理に関与してはならず、当

該事業所には、他に当該団体監理型実習実施者に対する実習監理に関与することがで  
きる監理責任者を置かなければならない。

(3) If one of the following persons listed below as those who have a close relationship with the organization implementing supervising-organization-type technical intern training subject to supervision at a place of business where the supervising business is conducted, is to become a supervision manager at that place of business, that supervision manager must not be involved in supervision of the relevant organization, and a person who is able to be involved in the supervision of the relevant organization must be assigned to another supervision manager at that place of business:

一 当該事業所において実習監理を行う団体監理型実習実施者若しくはその役員若しくは職員であり、又は過去五年以内にこれらの者であった者

(i) the organization implementing supervising-organization-type technical intern training subject to supervision at the relevant place of business, or their officer or employee; or a person who was formerly one of those persons within the past five years;

二 前号に規定する者の配偶者又は二親等以内の親族

(ii) the spouse or a blood relative within the second degree of kinship of the person provided for in the preceding item; or

三 前二号に掲げるもののほか、当該事業所において実習監理を行う団体監理型実習実施者と社会生活において密接な関係を有する者であって、実習監理の公正が害されるおそれがあると認められるもの

(iii) beyond those listed in the preceding two items, a person who has a close relationship with the organization implementing supervising-organization-type technical intern training subject to supervision at the relevant place of business as a part of their life, if this could possibly cause the fairness of the supervision to be impaired.

(帳簿書類)

(Books and Documents)

第五十四条 法第四十一条の主務省令で定める帳簿書類は、次のとおりとする。

Article 54 (1) The books and documents provided for by order of the competent ministries as prescribed in Article 41 of the Act are as follows:

一 実習監理を行う団体監理型実習実施者及びその実習監理に係る団体監理型技能実習生の管理簿

(i) the management records of organizations implementing supervising-organization-type technical intern training subject to supervision and the supervising-organization-type technical intern trainees relating to that supervision;

二 監理費に係る管理簿

(ii) the management records relating to supervisions fees;



- 三 団体監理型技能実習に係る雇用関係の成立のあつせんに係る管理簿
- (iii) the management records relating to the arrangements for the establishment of an employment relationship for the supervising-organization-type technical intern training;
- 四 第五十二条第一号及び第二号の規定による団体監理型技能実習の実施状況の監査に係る書類
- (iv) documents relating to an audit of the status of implementation of the supervising-organization-type technical intern training under Article 52, item (i) and item (ii);
- 五 入国前講習及び入国後講習の実施状況を記録した書類
- (v) documents recording the status of implementation of the pre-entry lectures and post-entry lectures;
- 六 第五十二条第三号の規定による指導の内容を記録した書類
- (vi) documents recording the contents of the guidance under Article 52, item (iii);
- 七 団体監理型技能実習生から受けた相談の内容及び当該相談への対応を記録した書類
- (vii) documents recording the contents of consultations which supervising-organization-type technical intern trainees have with the relevant organization, and responses to those trainees in that consultation;
- 八 外部監査の措置を講じている監理団体にあつては第三十条第六項各号に規定する書類、外部監査の措置を講じていない監理団体にあつては同条第三項に規定する書類
- (viii) in cases of supervising organizations that are taking the measure of an external audit, the documents provided for in each item of Article 30, paragraph (6); or in cases of supervising organizations that are not taking the measure of an external audit, the documents provided for in paragraph (3) of the same Article; and
- 九 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める特定の職種及び作業に係るものにあつては、当該特定の職種及び作業に係る事業所管大臣が、法務大臣及び厚生労働大臣と協議の上、当該職種及び作業に特有の事情に鑑みて告示で定める書類
- (ix) in addition to those listed in each of the preceding items, in cases relating to specific job categories and operations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice, the documents provided for in a public notice by the competent minister for the business relating to those specific job categories and operations in consideration of the circumstances specific to them, after consultation with the Minister of Justice and the Minister of Health, Labor and Welfare.
- 2 法第四十一条の規定により前項の帳簿書類を監理事業を行う事業所に備えて置かなければならない期間は、団体監理型技能実習の終了の日から一年間とする。

- (2) The period for which the books and records as provided for in the preceding paragraph pursuant to the provisions of Article 41 of the Act are to be kept at the place of business where the supervising business is conducted, is to be one year from the day on which the technical intern trainee completed the technical intern training.

(監査報告等)

(Audit Reports)

第五十五条 法第四十二条第一項の監査報告書は、別記様式第二十二号によるものとする。

Article 55 (1) Audit reports as provided for in Article 42, paragraph (1) of the Act are to be based on Appended Form 22.

- 2 法第四十二条第二項の事業報告書は、技能実習事業年度ごとに、別記様式第二十三号により、監理事業の実施状況を記載し、翌技能実習事業年度の五月三十一日までに提出するものとする。

- (2) The business report as provided for in Article 42, paragraph (2) of the Act is to describe the status of implementation of the supervising business based on Appended Form 23, and is to be submitted by May 31 of the year following the technical intern training business year.

- 3 法第四十二条第二項の事業報告書には、次に掲げる書類を添付しなければならない。

- (3) The following documents must be attached to the business report as provided for in Article 42, paragraph (2) of the Act:

一 直近の事業年度に係る監理団体の貸借対照表及び損益計算書又は収支計算書

(i) the supervising organization's balance sheet for the most recent business year, and their profit and loss statement or income and expenditure statement for that year;

二 前条第一項第六号に掲げる書類の写し

(ii) a copy of the documents listed in paragraph (1), item (vi) of the preceding Article; and

三 外部監査の措置を講じている監理団体にあつては、報告年度における第三十条第六項各号に規定する書類の写し

(iii) in cases of a supervising organization taking the measure of an external audit, a copy of the documents provided for in each item of Article 30, paragraph (6) for the report year.

### 第三節 補則

### Section 3 Supplementary Provisions

(技能実習評価試験の基準等)

(Standards of Technical Intern Training Evaluation Examinations)

第五十六条 法第五十二条第二項に規定する主務省令で定める技能実習評価試験の基準

は、次のとおりとする。

**Article 56** The standards of the technical intern training evaluation examination provided for by order of the competent ministries as prescribed in Article 52, paragraph (2) of the Act are as follows:

一 技能実習生が修得等をした技能等について公正に評価すること。

(i) to conduct a fair evaluation of the skills, etc. acquired by the technical intern trainee;

二 技能実習の区分に応じて、等級に区分して行うこと。

(ii) to categorize the technical intern training evaluation examinations into grades depending on the category of the technical intern training;

三 実技試験及び学科試験によって行うこと。

(iii) to conduct the technical intern training evaluation examination using practical tests and paper tests;

四 職員、設備、業務の実施方法その他の試験実施者の体制を、技能実習評価試験を適正かつ確実に実施するために適切なものとする。

(iv) to ensure that the employees, equipment, methods of implementing the work, and other parts of the structure of the technical intern training evaluation examination implementer are appropriate for proper and reliable implementation of the technical intern training evaluation examinations;  
and

五 前各号に掲げるもののほか、公正な技能実習評価試験の実施のために必要な措置を講じること。

(v) in addition to those matters listed in each of the preceding items, to take the necessary measures for fair implementation of the technical intern training evaluation examinations.

### **第三章 外国人技能実習機構**

## **Chapter III Organization for Technical Intern Training**

### **第一節 役員等**

#### **Section 1 Officers**

(理事の任命及び解任の認可申請)

(Application for Approval of the Appointment and Dismissal of Directors)

**第五十七条** 機構の理事長は、法第七十一条第二項又は第七十四条第二項の規定による認可を受けようとするときは、申請書に次に掲げる事項を記載した書類を添付して、これを法務大臣及び厚生労働大臣に提出しなければならない。

**Article 57** If the president of the OTIT seeks to obtain approval under Article 71, paragraph (2) or Article 74, paragraph (2) of the Act on the Proper Protection and Training of Technical Intern Trainees (hereinafter referred to as the "Act"), the president must submit a written application with attached documents describing the following matters, to the Minister of Justice and the Ministry of

Health, Labor and Welfare:

一 任命し、又は解任しようとする理事の氏名、住所及び履歴

(i) the name, address and curriculum vitae of directors whom the president seeks to appoint or dismiss;

二 任命しようとする理事が次のいずれにも該当しないことの誓約

(ii) a written pledge that the director whom the president seeks to appoint does not fall under any of the following items:

イ 法第七十三条又は第七十五条本文に該当すること。

(a) the relevant person falls under Article 73 or the main sentence of Article 75 of the Act;

ロ 破産手続開始の決定を受けて復権を得ない者に該当すること。

(b) the relevant person does not come under those who have not received the restoration of rights upon becoming subject to an order to commence bankruptcy proceedings; or

ハ 禁錮以上の刑に処せられ、その執行を終わるまで又はその執行を受けることがなくなるまでの者に該当すること。

(c) the relevant person does not come under those who have been sentenced to imprisonment without work or a severer punishment, and have not yet finished serving the sentence or have not yet ceased to be subject to its enforcement;

三 任命し、又は解任しようとする理由

(iii) the reason for the appointment or dismissal.

(役員の兼職の承認申請)

(Application for Approval of Officers Concurrently Holding Offices)

第五十八条 役員は、法第七十五条ただし書の承認を受けようとするときは、次に掲げる事項を記載した申請書を法務大臣及び厚生労働大臣に提出しなければならない。

Article 58 If an officer seeks to obtain the approval as provided for in the proviso to Article 75 of the Act, that officer must submit an application describing the following matters to the Minister of Justice and the Minister of Health, Labor and Welfare:

一 その役員となろうとする営利を目的とする団体の名称及び事業内容又はその従事しようとする営利事業の名称及び内容

(i) the name and business content of the for-profit-organization in which the relevant person seeks to become an officer, or the name and content of the for-profit business in which the relevant person seeks to engage;

二 兼職の期間並びに執務の場所及び方法

(ii) the period during which the relevant person holds the offices concurrently, and the place and method of conducting the duties; and

三 兼職を必要とする理由

(iii) the reasons for which the relevant person needs to hold the offices

concurrently.

## 第二節 評議員会

### Section 2 Board of Councilors

(評議員の任命及び解任の認可申請)

(Application for Approval of the Appointment and Dismissal of Councilors)

第五十九条 機構の理事長は、法第八十四条第一項又は第八十五条の規定による認可を受けようとするときは、申請書に次に掲げる事項を記載した書面を添付して、これを法務大臣及び厚生労働大臣に提出しなければならない。

Article 59 If the OTIT president seeks to obtain approval under Article 84, paragraph (1) or Article 85 of the Act, the president must submit a written application with attached documents describing the following matters, to the Minister of Justice and the Ministry of Health, Labor and Welfare:

一 任命し、又は解任しようとする評議員の氏名、住所及び履歴

(i) the name, address and curriculum vitae of councilors whom the president seeks to appoint or dismiss;

二 任命しようとする評議員が第五十七条第二号ロ又はハに該当しないことの誓約

(ii) a written pledge that the councilor whom the president seeks to appoint does not fall under any of the items of Article 57, item (ii), (b) or (c); and

三 任命し、又は解任しようとする理由

(iii) the reason for the appointment or dismissal.

## 第三節 業務

### Section 3 Operations

(手数料を徴収しない業務)

(Operations with Non-collection of Fees)

第六十条 法第八十七条第六号の主務省令で定める業務は、同条第一号ロ及びハに掲げる業務及びこれらに附帯する業務とする。

Article 60 The operations provided for by order of the competent ministries as prescribed in Article 87, item (vi) of the Act are to be the operations listed in item (i), (b) and (c) of the same Article, and the operations incidental thereto.

(業務の委託の認可申請)

(Application for Approval for the Entrustment of Operations)

第六十一条 機構は、法第八十八条第一項の規定による認可を受けようとするときは、次に掲げる事項を記載した申請書を法務大臣及び厚生労働大臣に提出しなければならない。

Article 61 If the OTIT seeks to obtain approval under Article 88, paragraph (1) of the Act, it must submit a written application describing the following

matters to the Minister of Justice and the Minister of Health, Labor and Welfare:

一 委託しようとする相手方の氏名又は名称及び住所

(i) the name and address of the other party to which it seeks to entrust the operations;

二 委託しようとする業務の内容

(ii) the contents of the operations to be entrusted;

三 委託することを必要とする理由

(iii) the reasons necessitating the entrustment; and

四 委託の条件

(iv) the conditions of entrustment.

(業務方法書の変更の認可申請)

(Application for Approval of a Change in the Statement of Operation Procedures)

第六十二条 機構は、法第八十九条第一項後段の規定による認可を受けようとするときは、申請書に次に掲げる事項を記載した書類を添付して、これを法務大臣及び厚生労働大臣に提出しなければならない。

Article 62 If the OTIT seeks to obtain approval under the second sentence of Article 89, paragraph (1), it must submit the written application with attached documents describing the following matters, to the Minister of Justice and the Minister of Health, Labor and Welfare:

一 変更しようとする事項及び当該変更の内容

(i) the matters to be changed and contents of those changes;

二 変更を必要とする理由

(ii) the reasons necessitating the change; and

三 その他参考となるべき事項

(iii) other reference matters.

(業務方法書の記載事項)

(Required Information in the Statement of Operation Procedures)

第六十三条 法第八十九条第二項に規定する主務省令で定める事項は、次に掲げる事項とする。

Article 63 The matters specified by order of the competent ministries prescribed in Article 89, paragraph (2) of the Act are as follows:

一 法第八十七条第一号に規定する技能実習に関し行う業務に関する事項

(i) matters relating to the operations to be conducted in relation to the technical intern training prescribed in Article 87, item (i) of the Act;

二 法第八十七条第二号に規定する技能実習生からの相談に応じ、必要な情報の提供、助言その他の援助を行う業務（次号に掲げる業務に該当するものを除く。）に関する事項

(ii) matters relating to the operations of the providing the necessary information, advice and other assistance (excluding those falling under the operations listed in the following item) in response to consultations from the technical intern trainees as provided for in Article 87, item (ii);

三 法第八十七条第三号に規定する技能実習を行うことが困難となった技能実習生であつて引き続き技能実習を行うことを希望するものが技能実習を行うことができるよう、技能実習生からの相談に応じ、必要な情報の提供、助言その他の援助を行うとともに、実習実施者、監理団体その他関係者に対する必要な指導及び助言を行う業務に関する事項

(iii) matters relating to the operations of the providing the necessary information, advice and other assistance in response to a consultation from a technical intern trainee, and providing necessary guidance and advice to the implementing organization, the supervising organization and other relevant parties, so that technical intern training may be conducted for technical intern trainees for whom it has become difficult to conduct the technical intern training under Article 87, item (iii) of the Act, and who wish to continue with the technical intern training;

四 法第八十七条第四号に規定する調査及び研究に関する事項

(iv) matters relating to the research and study provided for in Article 87, item (iv) of the Act;

五 その他機構の業務の執行に関して必要な事項

(v) other necessary matters relating to execution of the OTIT's operations.

#### 第四節 補則

#### Section 4 Auxiliary Provisions

(検査職員の身分証明書)

(Inspection Officer Identification Cards)

第六十四条 法第百条第二項において準用する法第十三条第二項の身分を示す証明書は、別記様式第二十四号によるものとする。

Article 64 Identification cards as provided for in Article 13, paragraph (2) of the Act as applied mutatis mutandis pursuant to Article 100, paragraph (2) of the Act are to be based on Appended Form 24.

(定款の変更の認可申請)

(Application for Approval of a Change in the Articles of Incorporation)

第六十五条 機構は、法第百一条の規定による認可を受けようとするときは、申請書に次に掲げる事項を記載した書類を添付して、これを法務大臣及び厚生労働大臣に提出しなければならない。

Article 65 If OTIT seeks to obtain approval under Article 101 of the Act, it must submit a written application with attached documents describing the following

matters, to the Minister of Justice and the Minister of Health, Labor and Welfare:

一 変更しようとする事項及び当該変更の内容

(i) the matters to be changed and contents of the change;

二 変更を必要とする理由

(ii) the reasons necessitating the change;

三 その他参考となるべき事項

(iii) other reference matters.

#### 四章 雑則

#### Chapter IV Miscellaneous Provisions

(手数料の納付方法等)

(Methods of Payment of Fees)

第六十六条 法第二十三条第七項（法第三十二条第二項において準用する場合を含む。）又は第三十一条第四項に規定する手数料は、申請書にその申請に係る手数料の額に相当する額の収入印紙を貼って納付しなければならない。

Article 66 (1) The fee provided for in Article 23, paragraph (7) of the Act (including as applied mutatis mutandis pursuant to Article 32, paragraph (2) of the Act) or Article 31, paragraph (4) of the Act must be paid by submitting the written application with a revenue stamp equivalent to the amount of the fee affixed thereto.

2 法第八条第五項（法第十一条第二項において準用する場合を含む。）又は第二十四条第五項（法第三十一条第五項及び第三十二条第二項において準用する場合を含む。）に規定する手数料は、金融機関に設けられた機構の口座に払い込むことによって納付しなければならない。

(2) The fee provided for in Article 8, paragraph (5) of the Act (including as applied mutatis mutandis pursuant to Article 11, paragraph (2) of the Act) or Article 24, paragraph (5) of the Act (including as applied mutatis mutandis pursuant to Article 31, paragraph (5) of the Act and Article 32, paragraph (2) of the Act) must be paid into the OTIT's bank account set up at a financial organization.

3 前二項の規定により納付した手数料は、返還しない。

(3) The fee paid pursuant to the provisions of the preceding two paragraphs is not refunded.

(権限の委任)

(Delegation of Authority)

第六十七条 法第百四条第六項の規定により、政令第六条各号に掲げる出入国在留管理庁長官に委任された権限は、実習実施者等（法第十三条第一項に規定する実習実施者等をいう。以下この条において同じ。）又は監理団体等（法第十三条第一項に規定する監理団体等をいう。以下この条において同じ。）に係る事業所その他技能実習に関



係のある場所の所在地を管轄する地方出入国在留管理局長に委任する。ただし、法第百四条第五項の規定により法務大臣の権限を委任された出入国在留管理庁長官が自らその権限を行うことを妨げない。

Article 67 (1) In accordance with the provisions of Article 104, paragraph (6) of the Act, the authority delegated to the Commissioner of the Immigration Services Agency set forth in the items of Article 6 of the Cabinet Order is to be delegated to the director of the regional immigration services bureau which has jurisdiction over the location of the place of business relating to the implementing organization, etc. (meaning the implementing organization, etc. provided for in Article 13, paragraph (1) of the Act; the same applies hereinafter) or the supervising organization, etc. (meaning the supervising organization provided for in Article 13, paragraph (1) of the Act; the same applies hereinafter), or over any other place related to the technical intern training; provided, however, that this does not preclude the Commissioner of the Immigration Services Agency, who has been delegated with the authority of the Minister of Justice pursuant to the provisions of Article 104, paragraph (5) of the Act, from exercising the authority themselves.

2 法第百四条第六項の規定により、法第十五条第一項に規定する出入国在留管理庁長官の権限は、実習実施者等又は監理団体等に係る事業所その他技能実習に関係のある場所の所在地を管轄する地方出入国在留管理局長に委任する。ただし、出入国在留管理庁長官が自らその権限を行うことを妨げない。

(2) In accordance with the provisions of Article 104, paragraph (6) of the Act, the authority of the Commissioner of the Immigration Services Agency as prescribed in Article 15, paragraph (1) of the Act is to be delegated to the director of the regional immigration services bureau which has jurisdiction over the location of the place of business relating to the implementing organization, etc. or the supervising organization, etc., or over any other place related to the technical intern training; provided, however, that this does not preclude the Commissioner of the Immigration Services Agency from exercising the authority themselves.

3 法第百四条第六項の規定により、次に掲げる厚生労働大臣の権限は、実習実施者等又は監理団体等に係る事業所その他技能実習に関係のある場所の所在地を管轄する都道府県労働局長に委任する。ただし、厚生労働大臣が自らその権限を行うことを妨げない。

(3) In accordance with the provisions of Article 104, paragraph (6) of the Act, the following authority of the Minister of Health, Labor and Welfare is to be delegated to the director of the prefectural labor bureau which has jurisdiction over the location of the place of business relating to the implementing organization, etc. or the supervising organization, etc., or over any other place related to the technical intern training; provided, however, that this does preclude the Minister of Health, Labor and Welfare from exercising the

authority themselves:

一 法第十三条第一項の規定による報告徴収等

(i) the collection of reports etc. under Article 13, paragraph (1) of the Act;

二 法第十五条第一項の規定による命令

(ii) the order under Article 15, paragraph (1) of the Act;

三 法第三十五条第一項の規定による報告徴収等

(iii) the collection of reports etc. under Article 35, paragraph (1) of the Act;

四 法第三十六条第一項の規定による命令

(iv) the order under Article 36, paragraph (1) of the Act; and

五 法第三十七条第三項の規定による命令

(v) the order under Article 37, paragraph (3) of the Act.

(提出書類等の言語)

(Language of Documents for Submission)

第六十八条 法又はこれに基づく命令の規定により法務大臣及び厚生労働大臣若しくは出入国在留管理庁長官及び厚生労働大臣又は機構に提出する資料が外国語により作成されているときは、その資料に日本語の翻訳文を添付しなければならない。

Article 68 (1) If materials to be submitted to the Minister of Justice and the Minister of Health, Labor and Welfare, to the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare, or to the OTIT pursuant to the provisions of the Act or orders based thereon have been prepared in a foreign language, Japanese translations must be attached to those materials.

2 法又はこれに基づく命令の規定により法務大臣及び厚生労働大臣若しくは出入国在留管理庁長官及び厚生労働大臣又は機構に提出し、又は事業所に備えて置く日本語の書類に、技能実習生の署名を求める場合には、技能実習生が十分に理解できる言語も併記の上、署名を求めなければならない。

(2) When a technical intern trainee is asked to sign a document written in Japanese which is to be submitted to the Minister of Justice and the Minister of Health, Labor and Welfare, to the Commissioner of the Immigration Services Agency and the Minister of Health, Labor and Welfare, or to the OTIT pursuant to the provisions of the Act or orders based thereon; or to sign a document written in Japanese which is to be kept at the place of business, their translation into a language that the technical intern trainee is able to understand must be given in the relevant document for that trainee's signature.

(添付書類の省略)

(Omission of Required Attached Documents)

第六十九条 法又はこれに基づく命令の規定により同時に二以上の申請書その他の書類を提出する場合において、各申請書その他の書類に添付すべき書類の内容が同一であるときは、一の申請書その他の書類にこれを添付し、他の申請書その他の書類にはそ

の旨を記載して、一の申請書その他の書類に添付した書類の添付を省略することができる。

Article 69 (1) If two or more written applications or other documents are to be submitted at the same time pursuant to the provisions of the Act or an order based thereon, and the contents of the documents to be attached to each of those written applications or documents are the same, those attached documents may be given only to one of the written applications or documents in question, and be omitted from the other applications or documents with a description to that effect given in them.

2 前項に規定する場合のほか、法務大臣、出入国在留管理庁長官若しくは厚生労働大臣又は機構は、特に必要がないと認めるときは、この省令の規定により申請書その他の書類に添付することとされている書類の添付を省略させることができる。

(2) In addition to the cases provided for in the preceding paragraph, the Minister of Justice, the Commissioner of the Immigration Services Agency, the Minister of Health, Labor and Welfare, or the OTIT may permit the omission of the documents to be attached to the written application or other documents pursuant to the provisions of this Ministerial Order, if those attached documents are found to be unnecessary.

## 附 則

### Supplementary Provisions

省略

Omitted

## 別表第一

### Appended Table I

#### 一 農業関係（二職種六作業）

職種 Job Categories	作業 Operations	試験 Test	試験実施者 Testing organization
耕種農業 Crop Farming	施設園芸 Protected horticulture	農業技能 評価試験 Agricultu ral skills evaluatio n test	一般社団法人全国農業 会議所 National Chamber of Agriculture
	畑作・野菜 Dryland farming/ Vegetable growing		
	果樹 Fruit growing		
畜産農業 Livestock agriculture	養豚 Pig farming	農業技能 評価試験	一般社団法人全国農業 会議所

	養鶏 Poultry farming (collecting chicken eggs)	Agricultural skills evaluation test	National Chamber of Agriculture
	酪農 Dairy		

## 二 漁業関係（二職種九作業）

職種 Job Categories	作業 Operations	試験 Test	試験実施者 Testing organization
漁船漁業 Fishing boat fisheries	かつお一本釣り漁業 Skipjack pole and line fishery	漁船漁業技能評価試験 Fishing boat fisheries skills evaluation test	一般社団法人大日本水産会 Japan Fisheries Association
	延縄漁業 Long-line fishery		
	いか釣り漁業 Squid jigging		
	まき網漁業 Purse seine fishery		
	ひき網漁業 Trawl and seine net fishery		
	刺し網漁業 Gill net fishery		
	定置網漁業 Set net fishery		
	かに・えびかご漁業 Crab and shrimp basket fishery		
養殖業 Aquaculture	ほたてがい・まがき養殖作業 Scallop and oyster farming	養殖業技能評価試験 Aquaculture skills evaluation test	一般社団法人大日本水産会 Japan Fisheries Association

## 三 建設関係（一職種四作業）

職種 Job Categories	作業 Operations	試験 Test	試験実施者 Testing organization
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建設機械施工 Construction machinery operations	押土・整地作業 Bulldozing work	建設機械施工技 能評価試験 Construction machine and construction skills evaluation test	一般社団法人日本 建設機械施工協会 Japan Construction Machinery and Construction Association
	積込み作業 Loading work		
	掘削作業 Excavating work		
	締固め作業 Road rolling work		

#### 四 食品製造関係（八職種十三作業）

職種 Job Categories	作業 Operations	試験 Test	試験実施者 Testing organization
缶詰巻締 Can seaming for canned foods	缶詰巻締 Can seaming for canned foods	缶詰巻締技能評 価試験 Can seaming skills evaluation test	公益社団法人日本缶 詰びん詰レトルト食 品協会 Japan Canners Association
食鳥処理加工業 Poultry processing	食鳥処理加工作 業 Poultry processing	食鳥処理加工業 技能評価試験 Poultry processing skills evaluation test	一般社団法人日本食 鳥協会 Japan Chicken Association
加熱性水産加工食品製 造業 Manufacturing work for heated fishery processed foodstuff	節類製造 Dried fish production	水産加工食品製 造業技能評価試 験 Fishery processed food manufacturing skills evaluation test	全国水産加工業協同 組合連合会 Japan Fisheries Processing Cooperative Association
	加熱乾製品製造 Heated dried product manufacturing		
	調味加工品製造 Flavored product manufacturing		

	くん製品製造 Smoked product manufacturing		
非加熱性水産加工食品製造業 Manufacturing work for non-heated fishery processed foodstuff	塩蔵品製造 Salted product manufacturing	水産加工食品製造業技能評価試験 Fishery processed foodstuff manufacturing skills evaluation test	全国水産加工業協同組合連合会 Japan Fisheries Processing Cooperative Association
	乾製品製造 Dried product manufacturing		
	発酵食品製造 Fermented foodstuff manufacturing		
牛豚食肉処理加工業 Beef and pork processing	牛豚部分肉製造作業 Primal cut of beef and pork processing	牛豚食肉処理加工業技能評価試験 Beef and pork processing skills evaluation test	公益社団法人全国食肉学校 Federal Meat Academy
そう菜製造業 Ready-made meal manufacturing	そう菜加工作業 Ready-made meal processing	惣菜製造業技能評価試験 Ready-made meal manufacturing skills evaluation	一般社団法人外国人食品産業技能評価機構 The Organization for Technical Skills Assessment of Foreign Workers in the Food Industry
農産物漬物製造業 Agricultural pickle processing	農産物漬物製造 Agricultural pickle processing	農産物漬物製造業技能実習評価試験 Agricultural pickle processing technical intern training evaluation test	全日本漬物協同組合連合会 All Japan Tsukemono Federation of Cooperatives

医療・福祉施設給食製造 Meal processing for medical and welfare facilities	医療・福祉施設給食製造 Meal processing work for medical and welfare facilities	医療・福祉施設給食製造技能実習評価試験 Medical and welfare facility meal processing technical intern training evaluation test	公益社団法人日本メディカル給食協会 Japan Medical Meal Association
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五 繊維・衣服関係（六職種十三作業）

職種 Job Categories	作業 Operations	試験 Test	試験実施者 Testing organization
紡績運転 Spinning operation	前紡工程作業 Pre-spinning work	紡績運転技能評価試験 Spinning operation skills evaluation test	一般財団法人日本綿業技術・経済研究所 Japan Institute of Cotton Textile Technology and Economy
	精紡工程作業 Spinning work		
	巻糸工程作業 Winding work		
	合ねん糸工程作業 Twisting and doubling work		
織布運転 Weaving operation	準備工程作業 Sizing and warping work	織布運転技能評価試験 Weaving operation skills evaluation test	一般財団法人日本綿業技術・経済研究所 Japan Institute of Cotton Textile Technology and Economy
	製織工程作業 Weaving work		
	仕上工程作業 Inspecting work		

たて編ニット 生地製造 Warp knitted fabrics manufacturi ng	たて編ニット生地製造作業 Warp knitting producing work	たて編ニット 生地製造技能 評価試験 Warp knitting producing skills evaluation test	日本経編協会 Japan Warp Knitting Association
下着類製造 Underwear manufacturi ng	下着類製造作業 Underwear manufacturing operations	下着類製造技 能評価試験 Underwear manufacturin g skills evaluation test	一般社団法人日本 ボディファッショ ン協会 Nihon Body Fashion Association
カーペット製 造 Carpet manufacturi ng	織じゅうたん製造作業 Work producing woven carpets	カーペット製 造技能評価試 験 Carpet producing skills evaluation test	日本カーペット工 業組合 Japan Carpet Industry Association
	タフテッドカーペット製造 作業 Work producing tufted carpets		
	ニードルパンチカーペット 製造作業 Work producing needle- punched carpets		
座席シート縫 製 Seat product sewing	自動車シート縫製作業 Sewing work for producing car seats	座席シート縫 製技能実習評 価試験 Car seat product sewing technical intern training evaluation test	一般社団法人日本 ソーイング技術研 究協会 Japan Sewing Technical Research Association

六 その他（六職種九作業）

職種 Job Categories	作業 Operations	試験 Test	試験実施者 Testing organization
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溶接 Welding	手溶接 Manual welding	溶接技能評価 試験 Welding skills evaluation test	一般社団法人日 本溶接協会 Japan Welding Engineering Society
	半自動溶接 Semi-automatic welding		一般財団法人日 本海事協会 Nippon Kaiji Kyokai
陶磁器工業製品製 造 Industrial manufacturing of pottery	機械ろくろ成形作業 Industrial manufacturing of pottery	陶磁器工業製 品製造技能評 価試験 Industrial manufacturi ng of pottery skills evaluation test	一般財団法人日 本陶業連盟 Japan Pottery Industry Federation
	圧力鋳込み成形作業 Pressure casting work		
	パッド印刷作業 Pad printing work		
自動車整備 Automobile repair and maintenance	自動車整備作業 Automobile repair and maintenance work	外国人自動車 整備技能実習 評価試験 Foreign national automobile repair and maintenance technical intern training evaluation test	一般社団法人日 本自動車整備振 興会連合会 Japan Automobile Service Promotion Association
介護 Care worker	介護 Care worker	介護技能実習 評価試験 Care worker technical intern training evaluation test	一般社団法人シ ルバーサービス 振興会 Elderly Service Providers Association

リネンサプライ Linen supply	リネンサプライ仕上げ Linen supply finishing work	リネンサプライ技能実習評価試験 Linen supply technical intern training evaluation test	一般社団法人日本リネンサプライ協会 Japan Linen Supply Association
コンクリート製品製造 Precast concrete manufacturing	コンクリート製品製造 Precast concrete manufacturing work	コンクリート製品製造技能実習評価試験 Precast concrete manufacturing technical intern training evaluation test	一般社団法人全国コンクリート製品協会 Japan Concrete Products Association

七 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める試験  
(vii) Beyond what is set forth in the preceding items, the examinations specified by the Minister of Justice and the Minister of Health, Labor and Welfare in a public notice

別表第二

Appended Table II

一 農業関係（二職種六作業）

職種 Job Categories	作業 Operations
耕種農業 Crop farming	施設園芸 Protected horticulture
	畑作・野菜 Dryland farming/ Vegetable growing
	果樹 Fruit growing
畜産農業 Livestock agriculture	養豚 Pig farming
	養鶏 Poultry farming (collecting chicken eggs)
	酪農 Dairy

## 二 漁業関係（二職種九作業）

職種 Job Categories	作業 Operations
漁船漁業 Fishing boat fisheries	かつお一本釣り漁業 Skipjack pole and line fishery
	延縄漁業 Long-line fishery
	いか釣り漁業 Squid jigging
	まき網漁業 Purse seine fishery
	ひき網漁業 Trawl and seine net fishery
	刺し網漁業 Gill net fishery
	定置網漁業 Set net fishery
	かに・えびかご漁業 Crab and shrimp basket fishery
養殖業 Aquaculture	ほたてがい・まがき養殖作業 Scallop and oyster farming

## 三 建設関係（二十二職種三十三作業）

職種 Job Categories	作業 Operations
さく井 Well drilling	パーカッション式さく井工事作業 Percussion type well drilling operation
	ロータリー式さく井工事作業 Rotary type well drilling operation
建築板金 Building sheet metal work	ダクト板金作業 Duct sheet metal operation
	内外装板金作業 Interior and exterior sheet metal operation
冷凍空気調和機器施工 Freezing and air conditioning equipment installation	冷凍空気調和機器施工作業 Freezing and air conditioning harmonizing installation
建具製作 Fixture making	木製建具手加工作業 Hand making of wooden fixture
建築大工 Carpentry	大工工事作業 Carpentry construction work
型枠施工 Frame working	型枠工事作業 Framing construction work
鉄筋施工 Reinforcing bar construction	鉄筋組立て作業 Reinforced bar assembling

とび Scaffolding	とび作業 Setting up scaffolding
石材施工 Building stone construction	石材加工作業 Stone processing work
	石張り作業 Laying out and instalation of stones
タイル張り Tiling	タイル張り作業 Tiling work
かわらぶき Tile roofing	かわらぶき作業 Tile-roofing work
左官 Plastering	左官作業 Plastering work
配管 Plumbing	建築配管作業 Plumbing
	プラント配管作業 Plant piping work
熱絶縁施工 Heat insulation	保温保冷工事作業 Heat-retention and cool-retention related work
内装仕上げ施工 Interior finishing	プラスチック系床仕上げ工事作業 Plastic-material floor finishing
	カーペット系床仕上げ工事作業 Carpeting floor finishing
	鋼製下地工事作業 Metal-made foundation work
	ボード仕上げ工事作業 Board finishing
	カーテン工事作業 Curtain installation
サッシ施工 Sash setting	ビル用サッシ施工作業 Building sash installation
防水施工 Waterproofing	シーリング防水工事作業 Sealing waterproofing
コンクリート圧送施工 Concrete pumping	コンクリート圧送工事作業 Concrete pumping
ウェルポイント施工 Well point dewatering	ウェルポイント工事作業 Well-point dewatering
表装 Paper and cloth related interior finishing	壁装作業 Wallpapering
建設機械施工 Construction machinery operations	押土・整地作業 Bulldozing work
	積込み作業 Loading work
	掘削作業 Excavating work

	締固め作業 Road rolling work
築炉 Furnace installation	築炉作業 Furnace installation work

#### 四 食品製造関係（十一職種十六作業）

職種 Job Categories	作業 Operations
缶詰巻締 Can seaming for canned foods	缶詰巻締 Can seaming for canned foods
食鳥処理加工業 Poultry processing	食鳥処理加工作業 Poultry processing
加熱性水産加工食品製造業 Manufacturing work for heated fishery processed foodstuff	節類製造 Dried fish production
	加熱乾製品製造 Heated dried product manufacturing
	調味加工品製造 Flavored product manufacturing
	くん製品製造 Smoked product manufacturing
非加熱性水産加工食品製造業 Manufacturing work for non-heated fishery processed foodstuff	塩蔵品製造 Salted product manufacturing
	乾製品製造 Dried product manufacturing
	発酵食品製造 Fermented foodstuff manufacturing
水産練り製品製造 Fish paste making	かまぼこ製品製造作業 Boiled fish paste producing work
牛豚食肉処理加工業 Beef and pork processing industry	牛豚部分肉製造作業 Primal cut of beef and pork processing
ハム・ソーセージ・ベーコン製造 Ham, sausage and bacon making	ハム・ソーセージ・ベーコン製造作 業 Production work of ham, sausage and bacon
パン製造 Bread Baking	パン製造作業 Bread baking work
そう菜製造業 Ready-made meal manufacturing	そう菜加工作業 Ready-made meal processing
農産物漬物製造業 Agricultural pickles processing	農産物漬物製造 Work producing agricultural pickle

医療・福祉施設給食製造 Meal processing for medical and welfare facilities	医療・福祉施設給食製造 Meal processing work for medical and welfare facilities
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五 繊維・衣服関係（十三職種二十二作業）

職種 Job Categories	作業 Operations
紡績運転 Spinning operation	前紡工程作業 Pre-spinning work
	精紡工程作業 Spinning work
	巻糸工程作業 Winding work
	合ねん糸工程作業 Twisting and doubling work
織布運転 Weaving operation	準備工程作業 Sizing and warping work
	製織工程作業 Weaving work
	仕上工程作業 Inspecting work
染色 Dyeing	糸浸染作業 Thread dyeing work
	織物・ニット浸染作業 Fabric and knit dyeing
ニット製品製造 Knit goods manufacturing	靴下製造作業 Socks producing work
	丸編みニット製造作業 Round knitting producing work
たて編ニット生地製造 Warp knitted fabrics manufacturing	たて編ニット生地製造作業 Warp knitting producing work
婦人子供服製造 Ladies' and children's dress making	婦人子供既製服縫製作業 Sewing work of ready-made clothes for ladies and children
紳士服製造 Tailoring men's suit making	紳士既製服製造作業 Sewing work of men's ready-made clothes
下着類製造 Underwear manufacturing	下着類製造作業 Underwear manufacturing operation
寝具製作 Bedclothes making	寝具製作作業 Bedding products work
カーペット製造 Carpet manufacturing	織じゅうたん製造作業 Work producing woven carpets
	タフテッドカーペット製造作業 Work producing tufted carpets

	ニードルパンチカーペット製造作業 Work producing needle punched carpets
帆布製品製造 Canvas product making	帆布製品製造作業 Canvas product production
布はく縫製 Cloth sewing	ワイシャツ製造作業 Dress-shirt producing work
座席シート縫製 Seat product sewing	自動車シート縫製作業 Sewing work for producing car seats

## 六 機械・金属関係（十五職種二十九作業）

職種 Job Categories	作業 Operations
casting Casting	鋳鉄鋳物鋳造作業 Casting iron operations
	非鉄金属鋳物鋳造作業 Casting nonferrous metal operations
鍛造 Forging	ハンマ型鍛造作業 Hammer-type forging operations
	プレス型鍛造作業 Press type forging operations
ダイカスト Die casting	ホットチャンバダイカスト作業 Hot chamber die-cast work
	コールドチャンバダイカスト作業 Cold chamber die-cast work
機械加工 Machining	普通旋盤作業 Engine lathe operations
	数値制御旋盤作業 Numerical control lathe operations
	フライス盤作業 Milling machine operations
	マシニングセンタ作業 Machining center operations
金属プレス加工 Metal press	金属プレス作業 Metal press operations
鉄工 Iron work	構造物鉄工作業 Steel processing operations for structures
工場板金 Factory sheet metal work	機械板金作業 Factory sheet metal work
めっき Plating	電気めっき作業 Electro plating
	溶融亜鉛めっき作業 Hot-dip galvanizing
アルミニウム陽極酸化処理 Aluminum anodizing	陽極酸化処理作業 Anodizing
仕上げ Finishing	治工具仕上げ作業 Finishing work for jigs and cutting tools

	金型仕上げ作業 Metal mold finishing work
	機械組立仕上げ作業 Machine assembling and finishing work
機械検査 Machine inspection	機械検査作業 Machine inspection work
機械保全 Machine maintenance	機械系保全作業 Machine maintenance work
電子機器組立て Electronic equipment assembling	電子機器組立て作業 Electronic devices assembling work
電気機器組立て Electric equipment assembling	回転電機組立て作業 Generator and motor assembling work
	変圧器組立て作業 Transformer assembling work
	配電盤・制御盤組立て作業 Control panel and distribution panel assembling work
	開閉制御器具組立て作業 Switchgear assembling work
	回転電機巻線製作作業 Coil producing work
プリント配線板製造 Printed wiring board manufacturing	プリント配線板設計作業 Printed wiring board design
	プリント配線板製造作業 Printed wiring board production

七 その他（十五職種二十七作業）

職種 Job Categories	作業 Operations
家具製作 Furniture making	家具手加工作業 Hand processing on furniture making
印刷 Printing	オフセット印刷作業 Off-set printing work
製本 Book binding	製本作業 Binding work
プラスチック成形 Plastic molding	圧縮成形作業 Compression molding work
	射出成形作業 Injection molding work
	インフレーション成形作業 Inflation molding work
	ブロー成形作業 Blow molding work



強化プラスチック成形 Fiber reinforced plastic molding	手積み積層成形作業 Hand lay-up molding work
塗装 Painting	建築塗装作業 Construction painting work
	金属塗装作業 Metal painting work
	鋼橋塗装作業 Metal bridge painting work
	噴霧塗装作業 Spray painting work
溶接 Welding	手溶接 Manual welding
	半自動溶接 Semi-automatic welding
工業包装 Industrial packaging	工業包装作業 Industrial wrapping work
紙器・段ボール箱製造 Carton box and corrugated cardboard box making	印刷箱打抜き作業 Printed box punching work
	印刷箱製箱作業 Printed box producing work
	貼箱製造作業 Paper-covered box producing work
	段ボール箱製造作業 Cardboard box producing work
陶磁器工業製品製造 Crockery manufacturing	機械ろくろ成形作業 Manufacturing using a jigger
	圧力鋳込み成形作業 Pressure casting work
	パッド印刷作業 Pad printing work
自動車整備 Automobile repair and maintenance	自動車整備作業 Automobile repair and maintenance work
ビルクリーニング Building cleaning management	ビルクリーニング作業 Building cleaning management work
介護 Care worker	介護 Care worker
リネンサプライ Linen supply	リネンサプライ仕上げ Linen supply finishing work
コンクリート製品製造 Precast concrete manufacturing	コンクリート製品製造 Precast concrete manufacturing work

八 前各号に掲げるもののほか、法務大臣及び厚生労働大臣が告示で定める職種及び作業

(viii) Beyond what is set forth in the preceding items, the job categories and

operations specified by the Minister of Justice and the Minister of Health,  
Labor and Welfare in a public notice.