

特定技能雇用契約及び一号特定技能外国人支援計画の 基準等を定める省令

Ministerial Order to Provide for Criteria for the Employment Contract for Specified Skilled Workers and Support Plan for Specified Skilled Workers (i)

(平成三十一年三月十五日法務省令第五号)

(Ministry of Justice Order No. 5 of March 15, 2019)

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）第二条の五の規定に基づき、特定技能雇用契約及び一号特定技能外国人支援計画の基準等を定める省令を次のように定める。

Pursuant to the provisions of Article 2-5 of the Immigration Control and Refugee Recognition Act (Cabinet Order No. 319 of 1951), the Ministerial Order to Provide for Criteria for the Employment Contract for Specified Skilled Workers and Support Plan for Specified Skilled Workers (i) is established as follows.

(特定技能雇用契約の内容の基準)

(Criteria for the Content of the Employment Contract for a Specified Skilled Worker)

第一条 出入国管理及び難民認定法（以下「法」という。）第二条の五第一項の法務省令で定める基準のうち雇用関係に関する事項に係るものは、労働基準法（昭和二十二年法律第四十九号）その他の労働に関する法令の規定に適合していることのほか、次のとおりとする。

Article 1 (1) The criteria relating to employment relations provided for in the Ministry of Justice Order set forth under Article 2-5, paragraph (1) of the Immigration Control and Refugee Recognition Act (hereinafter referred to as the "Act"), in addition to conforming to the provisions of the Labor Standards Act (Act No. 49 of 1947) and other labor-related laws and regulations, are as follows.

一 出入国管理及び難民認定法別表第一の二の表の特定技能の項の下欄に規定する産業上の分野等を定める省令（平成三十一年法務省令第六号）で定める分野に属する同令で定める相当程度の知識若しくは経験を必要とする技能を要する業務又は当該分野に属する同令で定める熟練した技能を要する業務に外国人に従事させるものであること。

(i) the foreign nationals are to engage in work in the field that belongs to the field provided for in the Ministerial Order to Provide for the Industrial Fields Specified in the Right-Hand Column of "Specified Skilled Worker" in the

- Appended Table I (2) of the Immigration Control and Refugee Recognition Act (Ministry of Justice Order No. 6, 2019) that requires skills of a considerable level of knowledge or experience, or in work that requires the expert skills provided for in the same Order that belong to this field;
- 二 外国人の所定労働時間が、特定技能所属機関に雇用される通常の労働者の所定労働時間と同等であること。
- (ii) the prescribed work hours of the foreign nationals are to be equivalent to the prescribed work hours of regular workers employed by the organization of affiliation of the specified skilled worker;
- 三 外国人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。
- (iii) the amount of remuneration for foreign nationals is to be equal to or greater than that a Japanese national would receive for engaging in the same work;
- 四 外国人であることを理由として、報酬の決定、教育訓練の実施、福利厚生施設の利用その他の待遇について、差別的な取扱いをしていないこと。
- (iv) the foreign nationals do not receive discriminatory treatment in terms of determining remuneration, conducting education and training, using employee benefit facilities and other treatment based on the person being a foreign national;
- 五 外国人が一時帰国を希望した場合には、必要な有給休暇を取得させるものとして
いること。
- (v) the foreign national is allowed to take the necessary paid leave if the foreign national wishes to temporarily return to their home country;
- 六 外国人を労働者派遣等（労働者派遣事業の適正な運営の確保及び派遣労働者の保護等に関する法律（昭和六十年法律第八十八号。以下「労働者派遣法」という。）第二条第一号に規定する労働者派遣及び船員職業安定法（昭和二十三年法律第百三十号）第六条第十一項に規定する船員派遣をいう。以下同じ。）の対象とする場合にあっては、当該外国人が労働者派遣等をされることとなる本邦の公私の機関の氏名又は名称及び住所並びにその派遣の期間が定められていること。
- (vi) The name and address of the public or private organization in Japan to which the foreign national will be dispatched, etc. as a worker, and the period for their dispatch is specified in cases where foreign nationals are the subject of the dispatch of workers, etc. (the dispatch of workers provided for in Article 2, item (i) of the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (Act No. 88 of 1985; hereinafter referred to as "Worker Dispatch Act") and the dispatch of mariners provided for in Article 6, paragraph (xi) of the Mariners' Employment Security Act (Act No. 130 of 1948), the same applies hereinafter);
- 七 前各号に掲げるもののほか、法務大臣が告示で定める特定の産業上の分野に係る

ものにあつては、当該産業上の分野を所管する関係行政機関の長が、法務大臣と協議の上、当該産業上の分野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。

(vii) beyond what is provided for in the preceding items, in the case of a specified industrial field designated in public notice by the Minister of Justice, it conforms to the criteria specified in public notice by the head of the related administrative organ with jurisdiction over the industrial field concerned in light of the specific circumstances of the industrial field, after discussing with the Minister of Justice.

2 法第二条の五第一項の法務省令で定める基準のうち外国人の適正な在留に資するために必要な事項に係るものは、次のとおりとする。

(2) The criteria specified by the Ministry of Justice Order set forth in Article 2-5, paragraph (1) of the Act relating to particulars necessary for contributing to the proper residence of foreign nationals are as follows:

一 外国人が特定技能雇用契約の終了後の帰国に要する旅費を負担することができないときは、当該特定技能雇用契約の相手方である特定技能所属機関が、当該旅費を負担するとともに、当該特定技能雇用契約の終了後の出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。

(i) if the foreign national is unable to pay the travel expenses required for returning to their home country after the end of the employment contract for a specified skilled worker, the organization of affiliation of the specified skilled worker which is the other party to the employment contract for a specified skilled worker, is to pay for the travel expenses as well as take necessary measures to ensure smooth departure after the end of the employment contract;

二 特定技能所属機関が外国人の健康の状況その他の生活の状況を把握するために必要な措置を講ずることとしていること。

(ii) the organization of affiliation of the specified skilled worker is to take necessary measures to understand the health status and other living conditions of the foreign nationals;

三 前各号に掲げるもののほか、法務大臣が告示で定める特定の産業上の分野に係るものにあつては、当該産業上の分野を所管する関係行政機関の長が、法務大臣と協議の上、当該産業上の分野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。

(iii) beyond what is provided for in the preceding items, in the case of a specified industrial field designated in public notice by the Minister of Justice, it conforms to the criteria specified in public notice by the head of the related administrative organ with jurisdiction over the industrial field concerned in light of the specific circumstances of the industrial field after discussing with the Minister of Justice.

(特定技能雇用契約の相手方となる本邦の公私の機関の基準)

(Criteria of Public and Private Organizations in Japan Which Are the Other

Party of the Employment Contract for a Specified Skilled Worker)

第二条 法第二条の五第三項の法務省令で定める基準のうち適合特定技能雇用契約の適正な履行の確保に係るものは、次のとおりとする。

Article 2 (1) The criteria specified by the Ministry of Justice Order set forth in Article 2-5, paragraph (3) of the Act pertaining to ensuring the appropriate implementation of the employment contract for a specified skilled worker are as follows:

一 労働、社会保険及び租税に関する法令の規定を遵守していること。

(i) it complies with laws and regulations relating to labor, social insurance and taxation;

二 特定技能雇用契約の締結の日前一年以内又はその締結の日以後に、当該特定技能雇用契約において外国人が従事することとされている業務と同種の業務に従事していた労働者（次に掲げる者を除く。）を離職させていないこと。

(ii) it has not forced a worker engaged in the same type of work that a foreign national is to engage in (excluding persons given below), in terms of the employment contract for a specified skilled worker, to leave the workplace within one year prior to or after the date of the conclusion of the employment contract for a specified skilled worker:

イ 定年その他これに準ずる理由により退職した者

(a) the person retired due to retirement age or other similar reasons;

ロ 自己の責めに帰すべき重大な理由により解雇された者

(b) the person was dismissed for serious grounds attributable to their own responsibility;

ハ 期間の定めのある労働契約（以下「有期労働契約」という。）の期間満了時に当該有期労働契約を更新しないことにより当該有期労働契約を終了（労働者が当該有期労働契約の更新の申込みをした場合又は当該有期労働契約の期間満了後遅滞なく有期労働契約の締結の申込みをした場合であって、当該有期労働契約の相手方である特定技能所属機関が当該労働者の責めに帰すべき重大な理由その他正当な理由により当該申込みを拒絶することにより当該有期労働契約を終了させる場合に限る。）された者

(c) a person whose fixed-term labor contract with a specified period (hereinafter referred to as "fixed-term labor contract") ended due to non-renewal of the fixed-term labor contract at the expiration of the period of the fixed-term labor contract (limited to cases in which the worker requested the renewal of the fixed-term labor contract or requested to enter into a fixed-term labor contract without delay after the expiration of the previous fixed-term labor contract, but the organization of affiliation of the specified skilled worker which is the other party to the fixed-term labor contract, terminated the fixed-term labor contract by rejecting the request due to a cause attributable to the fault of the worker or other reasonable grounds);

ニ 自発的に離職した者

(d) the person voluntarily left their job.

三 特定技能雇用契約の締結の日前一年以内又はその締結の日以後に、当該特定技能雇用契約の相手方である特定技能所属機関の責めに帰すべき事由により外国人の行方不明者を発生させていないこと。

(iii) within one year prior to entering into an employment contract for a specified skilled worker, or after the date of entering into the employment contract, a foreign national has not disappeared due to a cause attributable to the fault of the organization of affiliation of the specified skilled worker which is the other party to the employment contract for a specified skilled worker;

四 次のいずれにも該当しないこと。

(iv) the person does not fall under any of the following sub-items:

イ 禁錮以上の刑に処せられ、その執行を終わり、又は執行を受けることがなくなった日から起算して五年を経過しない者

(a) a person who has been sentenced to imprisonment without work or a greater punishment, and for whom five years have not passed since the completion of the sentence or since the day on which the person ceased to be subject to the execution of the sentence;

ロ 次に掲げる規定又はこれらの規定に基づく命令の規定により、罰金の刑に処せられ、その執行を終わり、又は執行を受けることがなくなった日から起算して五年を経過しない者

(b) a person who has been sentenced to a fine, and five years have not passed since the completion of the sentence or since the day on which the person ceased to be subject to the execution of the sentence pursuant to the following provisions or an order based on these provisions:

(1) 労働基準法第百十七条（船員職業安定法第八十九条第一項又は労働者派遣法第四十四条第一項の規定により適用される場合を含む。）、第百十八条第一項（労働基準法第六条及び第五十六条の規定に係る部分に限る。）、第百十九条（同法第十六条、第十七条、第十八条第一項及び第三十七条の規定に係る部分に限る。）及び第百二十条（同法第十八条第七項及び第二十三条から第二十七条までの規定に係る部分に限る。）の規定並びにこれらの規定に係る同法第百二十一条の規定

1. the provisions of Article 117 of the Labor Standards Act (including as applied mutatis mutandis pursuant to the provisions of Article 89, paragraph (1) of the Mariners' Employment Security Act or Article 44, paragraph (1) of the Worker Dispatch Act), Article 118, paragraph (1) (limited to the parts pertaining to the provisions of Article 6 and Article 56 of the Labor Standards Act), Article 119 (limited to the parts pertaining to the provisions of Article 16, Article 17, Article 18, paragraph (1) and Article 37 of the same Act) and Article 120 (limited

- to the parts pertaining to the provisions of Article 18, paragraph (7) and Article 23 through to Article 27) and the provisions of Article 121 of the same Act pertaining to these provisions;
- (2) 船員法（昭和二十二年法律第百号）第二百二十九条（同法第八十五条第一項の規定に係る部分に限る。）、第三百十条（同法第三十三条、第三十四条第一項、第三十五条、第四十五条及び第六十六条（同法第八十八条の二の二第四項及び第五項並びに第八十八条の三第四項において準用する場合を含む。）の規定に係る部分に限る。）及び第三百十一条（第一号（同法第五十三条第一項及び第二項、第五十四条、第五十六条並びに第五十八条第一項の規定に係る部分に限る。）及び第三号に係る部分に限る。）の規定並びにこれらの規定に係る同法第三百十五条第一項の規定（これらの規定が船員職業安定法第九十二条第一項の規定により適用される場合を含む。）
2. the provisions of Article 129 of the Mariners Act (Act No. 100 of 1947) (limited to the part pertaining to the provisions of Article 85, paragraph 1 of the same Act), Article 130 (limited to the parts pertaining to the provisions of Article 33, Article 34, paragraph (1), Article 35, Article 45, and Article 66 of the Act (including as applied *mutatis mutandis* pursuant to Article 88-2-2, paragraph (4) and paragraph (5), and Article 88-3, paragraph (4)) and Article 131 (limited to the part pertaining to item (i) (limited to the parts pertaining to the provisions of Article 53, paragraph (1) and paragraph (2), Article 54, Article 56 and Article 58, paragraph (1) of the Act) and item (iii)) and the provisions of Article 135, paragraph (1) of the same Act pertaining to these provisions (including the cases in which the provisions are to be applied pursuant to the provisions of Article 92, paragraph (1) of the Mariners' Employment Security Act);
- (3) 職業安定法（昭和二十二年法律第百四十一号）第六十三条、第六十四条、第六十五条（第一号を除く。）及び第六十六条の規定並びにこれらの規定に係る同法第六十七条の規定
3. the provisions of Article 63, Article 64, Article 65 (excluding item (i)) and Article 66 of the Employment Security Act (Act No. 141 of 1947), and Article 67 of the same Act pertaining to these provisions;
- (4) 船員職業安定法第百一条から第百十五条までの規定
4. the provisions of Article 111 through Article 115 of the Mariners' Employment Security Act;
- (5) 法第七十一条の三、第七十一条の四、第七十三条の二、第七十三条の四から第七十四条の六の三まで、第七十四条の八及び第七十六条の二の規定
5. the provisions of Article 71-3, Article 71-4, Article 73-2, Article 73-4 through Article 74-6-3, Article 74-8 and Article 76-2 of the Act;
- (6) 最低賃金法（昭和三十四年法律第百三十七号）第四十条の規定及び同条の規定に係る同法第四十二条の規定

6. the provisions of Article 40 of the Minimum Wage Act (Act No. 137 of 1959) and the provisions of Article 42 of the same Act pertaining to the provisions of the same Article;
(7) 労働施策の総合的な推進並びに労働者の雇用の安定及び職業生活の充実等に関する法律（昭和四十一年法律第百三十二号）第四十条第一項（第二号に係る部分に限る。）の規定及び当該規定に係る同条第二項の規定
7. the provisions of Article 40, paragraph (1) (limited to the part pertaining to item (ii)) of the Act on Comprehensive Promotion of Labor Policies, Stabilization of Employment and Improvement of Workplace Environment (Act No. 132 of 1966) (limited to the part pertaining to item (ii)) and the provisions of paragraph (2) of the same Article pertaining to the provisions;
(8) 建設労働者の雇用の改善等に関する法律（昭和五十一年法律第三十三号）第四十九条、第五十条及び第五十一条（第二号及び第三号を除く。）の規定並びにこれらの規定に係る同法第五十二条の規定
8. the provisions of Article 49, Article 50 and Article 51 (excluding item (ii) and item (iii)) of the Act on Improvement of Employment of Construction Workers (Act No. 33 of 1976) and the provisions of Article 52 of the Act pertaining to these provisions;
(9) 賃金の支払の確保等に関する法律（昭和五十一年法律第三十四号）第十八条の規定及び同条の規定に係る同法第二十条の規定
9. the provisions of Article 18 of the Act on Ensuring Wage Payment (Act No. 34 of 1976) and the provisions of Article 20 of the same Act pertaining to the provisions of the same Article;
(10) 労働者派遣法第五十八条から第六十二条までの規定
10. the provisions of Article 58 through Article 62 of the Worker Dispatch Act;
(11) 港湾労働法（昭和六十三年法律第四十号）第四十八条、第四十九条（第一号を除く。）及び第五十一条（第二号及び第三号に係る部分に限る。）の規定並びにこれらの規定に係る同法第五十二条の規定
11. the provisions of Article 48, Article 49, (excluding item (i)) and Article 51 (limited to the parts pertaining to item (ii) and item (iii)) of the Port Labor Act (Act No. 40 of 1988) and the provisions of Article 52 of the same Act pertaining to these provisions;
(12) 中小企業における労働力の確保及び良好な雇用の機会の創出のための雇用管理の改善の促進に関する法律（平成三年法律第五十七号）第十九条、第二十条及び第二十一条（第三号を除く。）の規定並びにこれらの規定に係る同法第二十二条の規定
12. the provisions of Article 19, Article 20 and Article 21 (except for item (iii)) of the Act on the Promotion of Improvement of Employment Management in Small and Medium-sized Enterprises for Securing

- Manpower and Creating Quality Jobs (Act No. 57 of 1991) and the provisions of Article 22 of the Act pertaining to these provisions;
- (1 3) 育児休業、介護休業等育児又は家族介護を行う労働者の福祉に関する法律（平成三年法律第七十六号）第六十二条から第六十五条までの規定
13. the provisions of Article 62 through Article 65 of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991);
- (1 4) 林業労働力の確保の促進に関する法律（平成八年法律第四十五号）第三十二条、第三十三条及び第三十四条（第三号を除く。）の規定並びにこれらの規定に係る同法第三十五条の規定
14. the provisions of Article 32, Article 33 and Article 34 (excluding item (iii)) of the Act concerning the Security of Forestry Work Force (Act No. 45 of 1996) and the provisions of Article 35 of the Act pertaining to these provisions;
- (1 5) 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（平成二十八年法律第八十九号。以下「技能実習法」という。）第百八条、第百九条、第百十条（同法第四十四条の規定に係る部分に限る。）、第百十一条（第一号を除く。）及び第百十二条（第一号（同法第三十五条第一項の規定に係る部分に限る。）及び第六号から第十一号までに係る部分に限る。）の規定並びにこれらの規定に係る同法第百十三条の規定
15. the provisions of Article 108, Article 109, Article 110 (limited to the parts pertaining to Article 44 of the same Act), Article 111 (excluding item (i)), and Article 112 (limited to the part pertaining to item (i) (limited to the part pertaining to the provisions of Article 35, paragraph (1) of the same Act) and item (vi) through item (xi)) of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Act No. 89 of 2016; hereinafter referred to as "Technical Intern Training Act") and the provisions of Article 113 of the same Act pertaining to these provisions;
- (1 6) 労働者派遣法第四十四条第四項の規定により適用される労働基準法第百十八条、第百十九条及び第百二十一条の規定、船員職業安定法第八十九条第七項の規定により適用される船員法第二百九条から第三百一条までの規定並びに労働者派遣法第四十五条第七項の規定により適用される労働安全衛生法（昭和四十七年法律第五十七号）第百十九条及び第百二十二条の規定
16. the provisions of Article 118, Article 119 and Article 121 of the Labor Standards Act applied pursuant to the provisions of Article 44, paragraph (4) of the Worker Dispatch Act, the provisions of Article 129 through Article 131 of the Mariners Act applied pursuant to the provisions of Article 89, paragraph (7) of the Mariners' Employment Safety Act, and the provisions of Article 119 and Article 122 of the

Industrial Safety and Health Act (Act No. 57 of 1972) applied pursuant to the provisions of Article 45, paragraph (7) of the Worker Dispatch Act.

ハ 暴力団員による不当な行為の防止等に関する法律（平成三年法律第七十七号）の規定（同法第五十条（第二号に係る部分に限る。）及び第五十二条の規定を除く。）により、又は刑法（明治四十年法律第四十五号）第二百四条、第二百六条、第二百八条、第二百八条の二、第二百二十二条若しくは第二百四十七条の罪若しくは暴力行為等処罰に関する法律（大正十五年法律第六十号）の罪を犯したことにより、罰金の刑に処せられ、その執行を終わり、又は執行を受けることがなくなった日から起算して五年を経過しない者

(c) a person who has been sentenced to a fine and five years have not passed since the completion of the sentence or since the day on which the person ceased to be subject to the execution of the sentence under the provisions (excluding the provisions of Article 50 (limited to the part pertaining to item (ii)) and Article 52) of the Act on Prevention of Unjust Acts by Organized Crime Group Members (Act No. 77 of 1991) or for having committed a crime under Article 204, Article 206, Article 208, Article 208-2, Article 222 or Article 247 of the Penal Code (Act No. 45 of 1907) or a crime under the Act on Punishment of Physical Violence and Others (Act No. 60 of 1926);

ニ 健康保険法（大正十一年法律第七十号）第二百八条、第二百十三条の二若しくは第二百十四条第一項、船員保険法（昭和十四年法律第七十三号）第百五十六条、第百五十九条若しくは第百六十条第一項、労働者災害補償保険法（昭和二十二年法律第五十号）第五十一条前段若しくは第五十四条第一項（同法第五十一条前段の規定に係る部分に限る。）、厚生年金保険法（昭和二十九年法律第百十五号）第百二条、第百三条の二若しくは第百四条第一項（同法第百二条又は第百三条の二の規定に係る部分に限る。）、労働保険の保険料の徴収等に関する法律（昭和四十四年法律第八十四号）第四十六条前段若しくは第四十八条第一項（同法第四十六条前段の規定に係る部分に限る。）又は雇用保険法（昭和四十九年法律第百十六号）第八十三条若しくは第八十六条（同法第八十三条の規定に係る部分に限る。）の規定により、罰金の刑に処せられ、その執行を終わり、又は執行を受けることがなくなった日から起算して五年を経過しない者

(d) a person who has been sentenced to a fine and five years have not passed since the completion of the sentence or since the day on which the person ceased to be subject to the execution of the sentence under the provisions of Article 208, Article 213-2 or Article 214, paragraph (1) of the Health Insurance Act (Act No. 70 of 1922), Article 156, Article 159 or Article 160, paragraph (1) of the Mariners Insurance Act (Act No. 73 of 1939), the first sentence of Article 51 or Article 54, paragraph (1) (limited to the part pertaining to the first sentence of Article 51, paragraph (1)) of the Industrial Accident Compensation Insurance Act (Act No. 50 of 1947),

Article 102, Article 103-2 or Article 104, paragraph (1) (limited to the part pertaining to the provisions of Article 102 or Article 103-2 of the same Act) of the Employees' Pension Insurance Act (Act No. 115 of 1954), the first sentence of Article 46 or Article 48, paragraph (1) (limited to the part pertaining to the first sentence of Article 46 of the Act) of the Act on the Collection of Insurance Premiums of Labor Insurance (Act No. 84 of 1969) or Article 83 or Article 86 (limited to the part pertaining to Article 83 of the same Act) of the Employment Insurance Act (Act No. 116 of 1974);

ホ 精神の機能の障害により特定技能雇用契約の履行を適正に行うに当たっての必要な認知、判断及び意思疎通を適切に行うことができない者

(e) a person who is unable to adequately carry out the reasoning, decision making and communication necessary for properly implementing the employment contract for a specified skilled worker due to mental impairment;

ヘ 破産手続開始の決定を受けて復権を得ない者

(f) a person who has become subject to an order commencing bankruptcy proceedings and has not had their rights restored;

ト 技能実習法第十六条第一項の規定により実習認定を取り消され、当該取消しの日から起算して五年を経過しない者

(g) a person whose accreditation of the technical intern training has been revoked pursuant to the provisions of Article 16 (1) of the Technical Intern Training Act, and five years have not elapsed from the date of the revocation;

チ 技能実習法第十六条第一項の規定により実習認定を取り消された者が法人である場合（同項第三号の規定により実習認定を取り消された場合については、当該法人がロ又はニに規定する者に該当することとなったことによる場合に限る。）において、当該取消しの処分を受ける原因となった事項が発生した当時現に当該法人の役員（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。ヲにおいて同じ。）であった者で、当該取消しの日から起算して五年を経過しないもの

(h) in cases where the person whose accreditation of the technical intern training has been revoked pursuant to the provisions of Article 16, paragraph (1) of the Technical Intern Training Act is a corporation (with regard to cases in which the accreditation of the technical intern training has been revoked pursuant to item (iii) of the same paragraph, limited to cases in which the corporation came to fall under the person provided for in (b) or (d)), a person who was an officer of the corporation at the time the event that was the cause of becoming subject to the disposition of revocation occurred (meaning an employee who executes the business,

director, executive officer or equivalent person, regardless of whether they have the title of counselor, advisor, or any other name, including employees, a director, an executive officer, or those who are found to have the same or greater control; the same applies in (1)), and five years have not elapsed from the date of the revocation;

リ 特定技能雇用契約の締結の日前五年以内又はその締結の日以後に、次に掲げる行為その他の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

(i) a person who, within five years prior to or after the date of concluding an employment contract for a specified skilled worker, has committed any of the following acts or other wrongful or significantly unjustifiable act in relation to immigration or labor laws:

(1) 外国人に対して暴行し、脅迫し又は監禁する行為

1. the act of assaulting, threatening or confining a foreign national;

(2) 外国人の旅券又は在留カードを取り上げる行為

2. the act of taking away a foreign national's passport or residence card

(3) 外国人に支給する手当又は報酬の一部又は全部を支払わない行為

3. the act of withholding payment of all or part of the compensation or remuneration to be paid to the foreign national;

(4) 外国人の外出その他私生活の自由を不当に制限する行為

4. the act of unfairly restricting the foreign nationals to go out and other freedom in their private life;

(5) (1) から (4) までの掲げるもののほか、外国人の人権を著しく侵害する行為

5. beyond what is provided for in (1) to (4), an act that significantly infringes the human rights of foreign nationals;

(6) 外国人に係る出入国又は労働に関する法令に関して行われた不正又は著しく不当な行為に関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若しくは虚偽の文書若しくは図画を行使し、又は提供する行為

6. the act of using or providing a forged or altered document or drawing or a false document or drawing for the purpose of concealing the facts concerning wrongful or significantly unjust acts committed in relation to laws and regulations relating to immigration or labor pertaining to foreign nationals, or for the purpose of issuing a foreign national with a certificate pursuant to the provisions of Chapter III, Section 1 or Section 2 of the Act in relation to their business activities, a seal of verification for landing or permission or permission for landing

pursuant to the provisions of Section 4 of the same Chapter or permission pursuant to the provisions of Chapter IV, Section 1 or Section 2 or Chapter V, Section 3 of the Act;

- (7) 特定技能雇用契約に基づく当該外国人の本邦における活動に関連して、保証金の徴収若しくは財産の管理又は当該特定技能雇用契約の不履行に係る違約金を定める契約その他不当に金銭その他の財産の移転を予定する契約を締結する行為
7. the act of collecting a deposit, or of managing property or concluding a contract that stipulates penalties on nonfulfillment of an employment contract for a specified skilled worker or a contract which otherwise prearranges the improper transfer of money or other property in relation to the foreign national's activities in Japan based on the employment contract for a specified skilled worker;
- (8) 外国人若しくはその配偶者、直系若しくは同居の親族その他当該外国人と社会生活において密接な関係を有する者との間で、特定技能雇用契約に基づく当該外国人の本邦における活動に関連して、保証金の徴収その他名目のいかなを問わず金銭その他の財産の管理をする者若しくは当該特定技能雇用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締結した者又はこれらの行為をしようとする者からの紹介を受けて、当該外国人と当該特定技能雇用契約を締結する行為
8. the act of concluding an employment contract for a specified skilled worker through the introduction of a person who collects a deposit or manages money or property regardless of the reason therefor or a person who has concluded a contract that stipulates penalties on nonfulfillment of an employment contract for a specified skilled worker or a contract which otherwise prearranges the improper transfer of money or other property with the foreign national, their spouse, lineal relative or cohabiting relative or other persons who have a close relationship with the foreign national in terms of a social life related to the foreign national's activities, or those who seek to perform these acts;
- (9) 法第十九条の十八の規定による届出をせず、又は虚偽の届出をする行為
9. the act of failing to give the notification set forth under Article 19-18 of the Act or giving a false notification;
- (10) 法第十九条の二十第一項の規定による報告若しくは帳簿書類の提出若しくは提示をせず、若しくは虚偽の報告若しくは虚偽の帳簿書類の提出若しくは提示をし、又は同項の規定による質問に対して答弁をせず、若しくは虚偽の答弁をし、若しくは同項の規定による検査を拒み、妨げ、若しくは忌避する行為
10. the act of not making a report, or not submitting or presenting books or documents pursuant to the provisions of Article 19-21, paragraph (1) of

the Act, or making a false report, or submitting or presenting false books or documents, or not answering questions pursuant to the provisions of the same paragraph, or giving false answers, or refusing, hindering or evading the inspection prescribed in the same paragraph;
(11) 法第十九条の二十一第一項の規定による処分に違反する行為

11. an act that violates the dispositions under Article 19-21, paragraph (1) of the Act;

ヌ 暴力団員による不当な行為の防止等に関する法律第二条第六号に規定する暴力団員（以下「暴力団員」という。）又は暴力団員でなくなった日から五年を経過しない者（以下「暴力団員等」という。）

(j) the organized crime group members prescribed in Article 2, item (vi) of the Act on the Prevention of Unjust Acts by Organized Crime Group Members (hereinafter referred to as "organized crime group members") or those for whom five years have not passed from the day they have ceased to be an organized crime group member (hereinafter referred to as "organized crime group member, etc.");

ル 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つて、その法定代理人がイからヌまで又はヲのいずれかに該当するもの

(k) minors who do not have the same capacity to act as adults concerning business, and whose legal representative falls under any of (a) through (j) or (l);

ヲ 法人であつて、その役員のうちにイからルまでのいずれかに該当する者があるもの

(l) a corporation in which its officers falls under any of the categories of (a) through (k);

ワ 暴力団員等がその事業活動を支配する者

(m) a person whose business activities are controlled by an organized crime member, etc.;

五 特定技能雇用契約に係る外国人の活動の内容に係る文書を作成し、当該外国人に当該特定技能雇用契約に基づく活動をさせる事業所に当該特定技能雇用契約の終了の日から一年以上備えて置くこととしていること。

(v) it has prepared documents on the content of the activities of the foreign nationals pertaining to the employment contracts for a specified skilled worker and will keep them for more than one year from the date of the end of the employment contract for a specified skilled worker at the business office where the foreign national is to engage in activities based on the employment contract for a specified skilled worker;

六 特定技能雇用契約を締結するに当たり、外国人又はその配偶者、直系若しくは同居の親族その他当該外国人と社会生活において密接な関係を有する者が、当該特定技能雇用契約に基づく当該外国人の本邦における活動に関連して、他の者に、保証金の徴収その他名目のいかなを問わず金銭その他の財産の管理をされている場合、

又は、他の者との間で、当該特定技能雇用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締結している場合にあっては、そのことを認識して当該特定技能雇用契約を締結していないこと。

(vi) in concluding an employment contract for a specified skilled worker, if the foreign national or their spouse, lineal relative or cohabiting relative or any other person who has a close relationship with the technical intern trainee, etc. in terms of social life is being collected a deposit or is having their money or other property managed regardless of the reason therefor by another person in relation to the activities in Japan of the foreign national based on the employment contract for a specified worker, or has concluded a contract that stipulates penalties on nonfulfillment of an employment contract for a specified skilled worker, or a contract which otherwise prearranges the improper transfer of money or other property, it has not concluded the employment contract for a specified skilled worker with an awareness of that fact;

七 他の者との間で、特定技能雇用契約に基づく当該外国人の本邦における活動に関連して、当該特定技能雇用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締結していないこと。

(vii) it has not concluded a contract stipulating penalties on nonfulfillment of an employment contract for a specified skilled worker, or a contract which otherwise prearranges the improper transfer of money or other property in relation to the activities in Japan of the foreign national based on the employment contract for a specified worker with another person;

八 法別表第一の二の表の特定技能の項の下欄第一号に掲げる活動を行おうとする外国人と特定技能雇用契約を締結しようとする本邦の公私の機関にあっては、一号特定技能外国人支援に要する費用について、直接又は間接に当該外国人に負担させないこととしていること。

(viii) in cases of a public or private organization in Japan that seeks to conclude an employment contract for a specified skilled worker with a foreign national who seeks to carry out the activities listed in item (i) of the right-hand column corresponding to "Specific Skilled Worker" in the Appended Table I (2) of the Act, the foreign national is not to be made to directly or indirectly pay for the expenses required for supporting the specified skilled workers (i);

九 外国人を労働者派遣等の対象としようとする本邦の公私の機関にあっては、次のいずれにも該当すること。

(ix) in cases of a public or private organization in Japan that seeks to send foreign nationals for worker dispatch, etc., that it falls under all of the following sub-items:

イ 外国人を労働者派遣等の対象としようとする本邦の公私の機関が、次のいずれかに該当し、かつ、外国人が派遣先において従事する業務の属する特定産業分野

を所管する関係行政機関の長と協議の上で適当であると認められる者であること。

(a) the public or private organization in Japan that seeks to send foreign workers for worker dispatch, etc., falls under any of the following, and is a person that is found to be appropriate through discussions with the head of the related administrative organ that has jurisdiction over the specified industrial field which the work the foreign national will engage in at the dispatch site belongs to;

(1) 当該特定産業分野に係る業務又はこれに関連する業務を行っている者であること。

1. a person who is engaged in work related to the specified industrial field or work related thereto;

(2) 地方公共団体又は(1)に掲げる者が資本金の過半数を出資していること。

2. a local government or a person listed in (1) has invested a majority of the capital;

(3) 地方公共団体の職員又は(1)に掲げる者若しくはその役員若しくは職員が役員であることその他地方公共団体又は(1)に掲げる者が業務執行に実質的に関与していると認められる者であること。

3. a staff member of the local government, the persons listed in (1), their officers or staff members are officers, and that the local government or the persons listed in (1) are persons considered to be substantially involved in the execution of business;

(4) 外国人が派遣先において従事する業務の属する分野が農業である場合にあっては、国家戦略特別区域法（平成二十五年法律第百七号）第十六条の五第一項に規定する特定機関であること。

4. if the field to which the work that the foreign national is to engage in at the dispatch site is farming, it is the specified organization prescribed in Article 16-5, paragraph (1) of the Act on National Strategic Special Zones (Act No. 107 of 2013);

ロ 外国人を労働者派遣等の対象としようとする本邦の公私の機関が、第一号から第四号までのいずれにも該当する者に当該外国人に係る労働者派遣等を行うこととしていること。

(b) a public or private organization in Japan that seeks to send foreign workers for worker dispatch, etc. is to send the workers to the persons falling under all of the items (i) through (iv) regarding worker dispatch, etc. pertaining to the foreign nationals;

十 事業に関する労働者災害補償保険法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。

(x) it has given notification of the establishment of insurance related to workers' compensation insurance pursuant to the Industrial Accident Compensation Insurance Act relating to the business, and has taken other

similar measures;

十一 特定技能雇用契約を継続して履行する体制が適切に整備されていること。

(xi) it has properly established a system for continuously fulfilling the employment contract for a specified skilled worker;

十二 特定技能雇用契約に基づく外国人の報酬を、当該外国人の指定する銀行その他の金融機関に対する当該外国人の預金口座又は貯金口座への振込み又は当該外国人に現実に支払われた額を確認することができる方法によって支払われることとしており、かつ、当該預金口座又は貯金口座への振込み以外の方法によって報酬の支払をした場合には、出入国在留管理庁長官に対しその支払の事実を裏付ける客観的な資料を提出し、出入国在留管理庁長官の確認を受けることとしていること。

(xii) the remuneration for the foreign national based on an employment contract for a specified skilled worker is to be paid through a transfer to the deposit account or savings account of a bank or other financial institutions specified by the foreign national or through means in which the amount that was actually paid to the foreign national can be confirmed, and if the payment is made by means other than transfer to the savings or deposit account, objective materials that provide evidence of the payment must be submitted to the Commissioner of the Immigration Services Agency and these are to be confirmed by the Commissioner of the Immigration Services Agency;

十三 前各号に掲げるもののほか、法務大臣が告示で定める特定の産業上の分野に係るものにあっては、当該産業上の分野を所管する関係行政機関の長が、法務大臣と協議の上、当該産業上の分野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。

(xiii) beyond what is provided for in the preceding items, in cases pertaining to a particular industrial field specified in public notice by the Minister of Justice, it conforms to the criteria specified by the head of the related administrative organ with jurisdiction over the industrial field in public notice in light of circumstances specific to the industrial field, after discussing with the Minister of Justice;

2 法第二条の五第三項の法務省令で定める基準のうち適合一号特定技能外国人支援計画の適正な実施の確保に係るものは、次のとおりとする。

(2) among the criteria specified by the Ministry of Justice Order set forth in Article 2-5, paragraph (3) of the Act, those related to ensuring the proper implementation of the support plan for specified skilled workers (i) are as follows:

一 次のいずれかに該当すること。

(i) it comes under any of the following:

イ 過去二年間に法別表第一の一の表、二の表及び五の表の上欄の在留資格（収入を伴う事業を運営する活動又は報酬を受ける活動を行うことができる在留資格に限る。ロにおいて同じ。）をもって在留する中長期在留者の受入れ又は管理を適

正に行った実績があり、かつ、役員又は職員の中から、適合一号特定技能外国人支援計画の実施に関する責任者（以下「支援責任者」という。）及び外国人に特定技能雇用契約に基づく活動をさせる事業所ごとに一名以上の適合一号特定技能外国人支援計画に基づく支援を担当する者（以下「支援担当者」という。）を選任していること（ただし、支援責任者は支援担当者を兼ねることができる。以下同じ。）。

- (a) it has achieved results of properly accepting or managing medium-to long-term residents residing with the status of residence in the left-hand column of the Appended Tables I (1), (2) and (5) of the Act in the past two years (limited to status of residence in which it is possible to perform activities of operating a business involving income or activities of receiving remuneration; the same applies in (b)), and has appointed from among the officers or staff members, a manager on the implementation of a support plan for specified skilled workers (i) (hereinafter referred to as "support manager") and one or more persons in charge of the support based on the support plan for specified skilled workers (i) (hereinafter referred to as "person in charge of the support") for each business office (provided however, that the support manager may also act as the person in charge of the support; the same applies hereinafter);

ロ 役員又は職員であって過去二年間に法別表第一の一の表、二の表及び五の表の上欄の在留資格をもって在留する中長期在留者の生活相談業務に従事した経験を有するものの中から、支援責任者及び外国人に特定技能雇用契約に基づく活動をさせる事業所ごとに一名以上の支援担当者を選任していること。

- (b) a support manager and one or more persons in charge of the support have been appointed at each business office in which the foreign national is to engage in activities based on the employment contract for a specified skilled worker from among the officers or staff members who have experience of engaging in lifestyle consultation services for medium-to long-term residents that have been residing with a status of residence under the left-hand column of the Appended Table I (1), (2) and (5) of the Act over the last two years;

ハ イ又はロの基準に適合する者のほか、これらの者と同程度に支援業務を適正に実施することができる者として認めたもので、役員又は職員の中から、支援責任者及び外国人に特定技能雇用契約に基づく活動をさせる事業所ごとに一名以上の支援担当者を選任していること。

- (c) in addition to the persons who meet the standards of (a) or (b), a person from among the officers or staff members who have been recognized as those who are able to properly perform the support work at the same level as those persons who have been appointed as a support manager and one or more persons in charge of the support at each business office that will have foreign nationals engage in activities based on an employment

- contract for a specified skilled worker;
- 二 特定技能雇用契約の当事者である外国人に係る一号特定技能外国人支援計画に基づく職業生活上、日常生活上又は社会生活上の支援を当該外国人が十分に理解することができる言語によって行うことができる体制を有していること。
- (ii) it has a system in place in which support in terms of working life, daily life or social life based on the support plan for specified skilled workers (i) pertaining to the foreign national who is a party to the employment contract for a specified skilled worker may be provided in a language that the foreign national can fully understand;
- 三 一号特定技能外国人支援の状況に係る文書を作成し、当該一号特定技能外国人支援を行う事業所に特定技能雇用契約の終了の日から一年以上備えて置くこととしていること。
- (iii) a document on the situation of the support for specified skilled workers (i) is to prepared and kept at the business office the support for specified skilled workers (i) for at least one year from the date of the end of the employment contract for a specified skilled worker;
- 四 支援責任者及び支援担当者が、外国人を監督する立場にない者その他の一号特定技能外国人支援計画の中立的な実施を行うことができる立場の者であり、かつ、第一項第四号イからルまでのいずれにも該当しない者であること。
- (iv) the support manager and the person in charge of the support are persons who are not in a position to supervise foreign nationals, or are persons in a position capable of implementing the support plan for specified skilled workers (i) in a neutral manner, and do not fall under any of the items of paragraph (1), item (iv), sub-items (a) to (k);
- 五 特定技能雇用契約の締結の日前五年以内又はその締結の日以後に、法第十九条の二十二第一項の規定に反して適合一号特定技能外国人支援計画に基づいた一号特定技能外国人支援を怠ったことがないこと。
- (v) it has never neglected to provide support for specified skilled workers (i) based on the support plan for specified skilled workers (i) in violation of the provisions of Article 19-22, paragraph (1) of the Act within five years prior to concluding the employment contract for a specified skilled worker or after the day the contract was concluded;
- 六 支援責任者又は支援担当者が特定技能雇用契約の当事者である外国人及びその監督をする立場にある者と定期的な面談を実施することができる体制を有していること。
- (vi) it has a system in place whereby the support manager or the person in charge of the support is able to periodically hold interviews with the foreign national who is the party to the employment contract for a specified skilled worker and with the person who is in a position to supervise the foreign nationals;
- 七 前各号に掲げるもののほか、法務大臣が告示で定める特定の産業上の分野に係る

ものにあつては、当該産業上の分野を所管する関係行政機関の長が、法務大臣と協議の上、当該産業上の分野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。

(vii) beyond what is provided for in the preceding items, in cases pertaining to a particular industrial field specified in public notice by the Minister of Justice, it conforms to the criteria specified by the head of the related administrative organ with jurisdiction over the industrial field in public notice in light of circumstances specific to the industrial field, after discussing with the Minister of Justice.

(一号特定技能外国人支援計画の内容等)

(Content of the Support Plan for Specified Skilled Workers (i))

第三条 法第二条の五第六項の一号特定技能外国人支援計画には、次に掲げる事項を記載しなければならない。

Article 3 (1) The support plan for specified skilled workers (i) set forth in Article 2-5, paragraph (6) of the Act must state the following particulars.

一 次に掲げる事項を含む職業生活上、日常生活上又は社会生活上の支援の内容

(i) The content of the support on working life, daily life or social life, including the following particulars:

イ 法別表第一の二の表の特定技能の項の下欄第一号に掲げる活動を行おうとする外国人に係る在留資格認定証明書の交付の申請前（当該外国人が他の在留資格をもって本邦に在留している場合にあっては、在留資格の変更の申請前）に、当該外国人に対し、特定技能雇用契約の内容、当該外国人が本邦において行うことができる活動の内容、上陸及び在留のための条件その他の当該外国人が本邦に上陸し在留するに当たって留意すべき事項に関する情報の提供を実施すること。

(a) before applying for the issuance of a certificate of eligibility for resident status for a foreign national who seeks to carry out the activities listed in item (1) of the right-hand column corresponding to "Specified Skilled Worker" in the Appended Table I (2) of the Act (in the case the foreign national was residing in Japan with another status of residence, before applying for the change of status of residence), it must provide information on the content of the employment contract for a specified skilled worker, the content of the activities which the foreign national is able to conduct in Japan, the conditions for landing and staying in Japan and other particulars which should be noted when a foreign national seeks to land and reside in Japan, to the foreign national;

ロ 当該外国人が出入国しようとする港又は飛行場において当該外国人の送迎をすること。

(b) it must pick up and drop off the foreign national at the seaport or airport where the foreign national seeks to enter or depart from Japan;

ハ 当該外国人が締結する賃貸借契約に基づく当該外国人の債務についての保証人となることその他の当該外国人のための適切な住居の確保に係る支援をすること

のほか、銀行その他の金融機関における預金口座又は貯金口座の開設及び携帯電話の利用に関する契約その他の生活に必要な契約に係る支援をすること。

(c) in addition to acting as a guarantor for the debt of the foreign national based on the lease contract concluded by the foreign national, and assisting in securing appropriate housing for the foreign national, it must provide support for concluding contracts to open a deposit account or savings account at a bank or other financial institutions and for use of a mobile phone, and other contracts necessary for daily life;

ニ 当該外国人が本邦に入国した後（当該外国人が他の在留資格をもって本邦に在留している者である場合にあっては、在留資格の変更を受けた後）、次に掲げる事項に関する情報の提供を実施すること。

(d) after the foreign national has entered Japan (if the foreign national is a person who has resided in Japan with another status of residence, after the status of residence has been changed), it must provide information on the following items:

（１） 本邦での生活一般に関する事項

1. particulars concerning life in general in Japan;

（２） 法第十九条の十六その他の法令の規定により当該外国人が履行しなければならない又は履行すべき国又は地方公共団体の機関に対する届出その他の手続

2. notification to the national or local government organization that the foreign national must or should make in accordance with the provisions of Article 19-16 of the Act and other laws and regulations and other procedures that should be taken;

（３） 特定技能所属機関又は当該特定技能所属機関から契約により一号特定技能外国人支援の実施の委託を受けた者において相談又は苦情の申出に対応することとされている者の連絡先及びこれらの相談又は苦情の申出をすべき国又は地方公共団体の機関の連絡先

3. the contact information of persons who are to handle requests for consultation or advice on complaints at the organization of affiliation of the specified skilled worker or persons who have been entrusted with the implementation of support for specified skilled workers (i) based on a contract with the organization of affiliation of the specified skilled worker, and the contact information of the national or local government where these requests or complaints should be filed;

（４） 当該外国人が十分に理解することができる言語により医療を受けることができる医療機関に関する事項

4. particulars on medical institutions where the foreign national is able to receive medical care in a language that the foreign national can fully understand;

（５） 防災及び防犯に関する事項並びに急病その他の緊急時における対応に必

要な事項

5. particulars relating to disaster prevention and crime prevention, and those necessary in cases of sudden illness and other emergencies;
- (6) 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当該外国人の法的保護に必要な事項
6. response methods when it finds out about violations of immigration or labor laws and regulations and other particulars necessary for legal protection of the foreign national;
- ホ 当該外国人がニ(2)に掲げる届出その他の手続を履行するに当たり、必要に応じ、関係機関への同行その他の必要な支援をすること。
- (e) when a foreign national makes the notification listed in (d) (2) and takes other procedures, to accompany the foreign national to the related organizations and provide other necessary assistance as required;
- ヘ 本邦での生活に必要な日本語を学習する機会を提供すること。
- (f) providing opportunities for learning the Japanese language necessary for daily life in Japan;
- ト 当該外国人から職業生活、日常生活又は社会生活に関し、相談又は苦情の申出を受けたときは、遅滞なく、当該相談又は苦情に適切に応じるとともに、当該外国人への助言、指導その他の必要な措置を講ずること。
- (g) if a request for consultation or a complaint is received from the foreign national on their working life, daily life or social life, to appropriately deal with the consultation or complaint without delay, and advice, guidance, and other necessary measures are to be provided to the foreign national;
- チ 当該外国人と日本人との交流の促進に係る支援をすること。
- (h) support on promoting exchanges between the foreign national and Japanese nationals are to be provided;
- リ 当該外国人が、その責めに帰すべき事由によらないで特定技能雇用契約を解除される場合においては、公共職業安定所その他の職業安定機関又は職業紹介事業者等の紹介その他の他の本邦の公私の機関との特定技能雇用契約に基づいて法別表第一の二の表の特定技能の項の下欄第一号に掲げる活動を行うことができるようにするための支援をすること。
- (i) in the event that the employment contract for a specified skilled worker is canceled due to a reason which is not attributable to the foreign national's own responsibility, an introduction is to be made to a public employment security office or other employment security agencies or employment agencies, etc. and support is to be provided so that the foreign national is able to engage in the activities listed in item (i) of the right-hand column corresponding to "Specified Skilled Worker" of the Appended Table I (2) of the Act based on the employment contract for a specified skilled worker with a public or private organization;
- ヌ 支援責任者又は支援担当者が当該外国人及びその監督をする立場にある者と定

期的な面談を実施し、労働基準法その他の労働に関する法令の規定に違反していることその他の問題の発生を知ったときは、その旨を労働基準監督署その他の関係行政機関に通報すること。

(j) the support manager or the person in charge of the support must periodically conduct interviews with the foreign national and the persons in charge of supervising the foreign national, and if they become aware of a violation of the provisions of the Labor Standards Act or other labor-related laws and regulations or other problems, it is to notify the Labor Standards Inspection Office and other related administrative organs;

二 適合一号特定技能外国人支援計画の全部の実施を契約により登録支援機関に委託する場合にあっては、当該登録支援機関に係る登録支援機関登録簿に登録された事項及び当該契約の内容

(ii) if the implementation of all of the support plan for specified skilled workers (i) is to be entrusted to a registered support organization based on a contract, the particulars registered in the register of the registered support organizations pertaining to the registered support organization and the content of the contract;

三 一号特定技能外国人支援の実施を契約により他の者に委託する場合にあっては、当該他の者の氏名又は名称及び住所並びに当該契約の内容

(iii) in cases of entrusting the implementation of support for special skilled workers (i) to another person based on a contract, the name and address of the other person, and the content of the contract;

四 支援責任者及び支援担当者の氏名及び役職名

(iv) the name and title of the support manager and the persons in charge of the support;

五 前各号に掲げるもののほか、法務大臣が告示で定める特定の産業上の分野に係るものにあっては、当該産業上の分野を所管する関係行政機関の長が、法務大臣と協議の上、当該産業上の分野に特有の事情に鑑みて告示で定める事項

(v) beyond what is provided for in the preceding items, in cases pertaining to a particular industrial field specified in public notice by the Minister of Justice, the particulars specified in public notice by the head of the related administrative organ with jurisdiction over the industrial field in light of circumstances specific to the industrial field, after discussing with the Minister of Justice;

2 一号特定技能外国人支援計画は、特定技能所属機関が、日本語及び当該一号特定技能外国人支援計画に係る外国人が十分に理解することができる言語により作成し、当該外国人にその写しを交付しなければならない。

(2) the support plan for specified skilled workers (i) must be prepared by the organization of affiliation of the specified skilled workers in Japanese and in a language that can be fully understood by the foreign national and its copy must be delivered to the foreign national.

(一号特定技能外国人支援計画の基準)

(Criteria of the Support Plan for Specified Skilled Workers (i))

第四条 法第二条の五第八項の法務省令で定める基準は、次のとおりとする。

Article 4 The criteria specified by the Ministry of Justice Order in Article 2-5, paragraph (8) of the Act are as follows:

一 法別表第一の二の表の特定技能の項の下欄第一号に掲げる活動を行おうとする外国人に対する職業生活上、日常生活上又は社会生活上の支援の内容が、当該外国人の適正な在留に資するものであって、かつ、特定技能所属機関（契約により他の者に一号特定技能外国人支援の全部の実施を委託した特定技能所属機関を除く。）及び特定技能所属機関から契約により一号特定技能外国人支援の全部又は一部の実施の委託を受けた者において適切に実施することができるものであること。

(i) the content of the support for working life, daily life or a social life for a foreign national who seeks to carry out the activities listed in item (i) of the right-hand column corresponding to "Specified Skilled Worker" in the Appended Table 1 (2) of the Act contributes to the proper residency of the foreign national, and is of a content that the organization of affiliation of the specified skilled worker (excluding those which have entrusted the implementation of all of the support work for specified skilled workers (i) to another person based on a contract) or a person who has been entrusted with implementing all or some of the support work for specified skilled workers (i) based on a contract by the organization of affiliation of the specified skilled worker can appropriately carry out;

二 前条第一項第一号イに掲げる支援が、対面により又はテレビ電話装置その他の方法により実施されることとされていること。

(ii) the support provided in paragraph (1), item (i), (a) of the preceding Article is to be implemented face-to-face or by a videophone device or other means;

三 前条第一項第一号イ、ニ、ト及びヌ（外国人との定期的な面談の実施の場合に限る。）に掲げる支援が、外国人が十分に理解することができる言語により実施されることとされていること。

(iii) the support provided in paragraph (1), item (i), sub-item (a), (d), (g), and (j) of the preceding Article (limited to cases in which interviews with foreign nationals are periodically conducted) is to be provided in a language that foreign nationals are able to fully understand;

四 一号特定技能外国人支援の一部の実施を契約により他の者に委託する場合にあっては、その委託の範囲が明示されていること。

(iv) in cases of entrusting a part of the implementation of the support for specified skilled workers (i) to another person, the scope of the entrustment is clearly specified;

五 前各号に掲げるもののほか、法務大臣が告示で定める特定の産業上の分野に係るものにあつては、当該産業上の分野を所管する関係行政機関の長が、法務大臣と協

議の上、当該産業上の分野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) beyond what is provided for in the preceding items, in cases pertaining to a particular industrial field specified in public notice by the Minister of Justice, it conforms to the criteria specified in public notice by the head of the related administrative organ with jurisdiction over the industrial field in light of circumstances specific to the industrial field, after discussing with the Minister of Justice.

附 則

Supplementary Provisions

省 略

Omitted