

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

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

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.

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

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.

- (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;
- (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;
- (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;
- (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;
- (v) the foreign national is allowed to take the necessary paid leave if the foreign national wishes to temporarily return to their home country;
- (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);

- (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) 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:
 - (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;
 - (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;
 - (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.

(Criteria of Public and Private Organizations in Japan Which Are the Other Party of the Employment Contract for a Specified Skilled Worker)

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:

- (i) it complies with laws and regulations relating to labor, social insurance and taxation;
- (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:
 - (a) the person retired due to retirement age or other similar reasons;
 - (b) the person was dismissed for serious grounds attributable to their own responsibility;
 - (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);
 - (d) the person voluntarily left their job.
- (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;
- (iv) the person does not fall under any of the following sub-items:
 - (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;
 - (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. 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. 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. 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. the provisions of Article 111 through Article 115 of the Mariners' Employment Security Act;
 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. 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. 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. 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. 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. the provisions of Article 58 through Article 62 of the Worker Dispatch Act;
 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. 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;
 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);
 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;
 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;
 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.
- (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);

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

(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. the act of assaulting, threatening or confining a foreign national;
2. the act of taking away a foreign national's passport or residence card
3. the act of withholding payment of all or part of the compensation or remuneration to be paid to the foreign national;
4. the act of unfairly restricting the foreign nationals to go out and other freedom in their private life;
5. beyond what is provided for in (1) to (4), an act that significantly infringes the human rights of foreign nationals;
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. 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. 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. the act of failing to give the notification set forth under Article 19-18 of the Act or giving a false notification;
 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. an act that violates the dispositions under Article 19-21, paragraph (1) of the Act;
- (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.");
- (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);
- (l) a corporation in which its officers falls under any of the categories of (a) through (k);
- (m) a person whose business activities are controlled by an organized crime member, etc.;
- (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;
- (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;

- (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;
- (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);
- (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:
 - (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. a person who is engaged in work related to the specified industrial field or work related thereto;
 2. a local government or a person listed in (1) has invested a majority of the capital;
 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. 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);

- (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;
 - (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;
 - (xi) it has properly established a system for continuously fulfilling the employment contract for a specified skilled worker;
 - (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;
 - (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) 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:
- (i) it comes under any of the following:
 - (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);
- (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;
 - (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;
 - (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;
 - (iii) a document on the situation of the support for specified skilled workers (i) is to be 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;
 - (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);
 - (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;
 - (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;

- (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.

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

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.

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

- (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;
- (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;
- (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;
- (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. particulars concerning life in general in Japan;
 - 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. 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. 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. particulars relating to disaster prevention and crime prevention, and those necessary in cases of sudden illness and other emergencies;
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;
- (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;
- (f) providing opportunities for learning the Japanese language necessary for daily life in Japan;
- (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;
- (h) support on promoting exchanges between the foreign national and Japanese nationals are to be provided;
- (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;
- (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;

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

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

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

- (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;
- (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;
- (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;

- (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;
- (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.

Supplementary Provisions

Omitted