

Section 3. Proper Handling of Foreign Worker Problems

1. Establishment of Basic Rules for Employment of Foreigners

Basic rules for employing foreigners were established in the amended Employment Measures Law enforced in October 2007 so that foreigners can find appropriate work and hence effectively display their abilities within the range of their status of residence. In order to improve the work conditions of foreigners, reporting on the employment situation with foreigners has been made an obligation in enabling the employment situation at enterprises to be identified. Hello Work has been promoting guidelines related to improving the employment management of foreigners through providing group guidance for business operators and visiting workplaces according to identified employment situations. In addition, advice and guidance are being provided on improving employment management that includes facilitating participation in labour insurance and social insurance.

With considering given to the employment situation with foreigners in enterprises measures being taken by local governments and communities will also be supported to promote improved work environment, especially in regions where many Japanese descents live, and will include the promotion of stable employment and career design for unemployed young Japanese descents.

In addition, in order to promote employment for foreign workers in “professional or technical fields”, domestic employment of foreign students is being supported in cooperation with universities and local governments utilizing the nationwide network of Hello Work, mainly at Employment Services Centers for Foreign Workers. In addition, improved employment management at enterprises is being supported to help foreign workers display their abilities and facilitate their adaptation to the workplace.

2. Proper Implementation and Revision of Industrial Training and Technical Internship Program

With regards to the “Industrial Training and Technical Internship Program” that aims at assisting with “human resource development” in developing countries, some trainees are in effect being treated as low wage workers by some organizations and there has been some cases of violations of labour related laws such as non-payment of wages to technical interns. In consideration of this, efforts are being made to ensure the proper implementation of the system through strengthening visiting consultations. In addition, discussions are being made on revising the system in accordance with the “3 Year Plan to Promote Deregulation (Revised)” (decided upon by the Cabinet on March 25, 2008) for proper implementation of the system, including legal protection of trainees during on-the-job training.