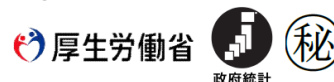


2025 Survey on Employment Situation of Foreign Workers (Labor Survey)



◆ Available online in five languages ◆

- (1) Japanese
- (2) English
- (3) Chinese (中文)
- (4) Vietnamese (Tiếng Việt)
- (5) Portuguese (Português)



Office Code									
Personal Serial Number									

- **The results of this survey will serve as important data for future policy considerations.**
- Your responses in this survey will not be used outside of statistical purposes and will not be divulged to any other party. Please respond truthfully. Your responses will not be revealed to anybody at your company.
- Respond with regards to your circumstances as of September 30, 2025.
- Read the questions and place a check next to the applicable number, or write in the appropriate number. The number of checks to be placed are fixed for each question. Depending on the question, you will be asked to select only one response, or all that apply.
- You do not have to respond to questions you do not understand. Respond to the best of your ability, without asking others for help.
- Do not give your completed survey to anybody at your company. Place the completed survey in the attached return envelope and send it to us by **November 30, 2025**. You do not need to fill out the paper survey if you completed the online survey.

1. Please tell us about yourself

Q1 Which of the following is your gender?

(Select the one response that applies)

☐ 1. Male

☐ 2. Female

Q2 When were you born?

Tell us the year and month you were born.

(Write the appropriate numbers)

(Western
calendar)

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Year

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Month

Q3 What kind of work do you do currently? (Select the one response that applies)

Managerial work	Security work
<input type="checkbox"/> 1. Managerial work (company executive, management, etc.)	<input type="checkbox"/> 12. Security work (security guard, etc.)
Professional/technical work	Agriculture, forestry, and/or fisheries work
<input type="checkbox"/> 2. Information processing/telecommunications engineer (IT engineer)	<input type="checkbox"/> 13. Agriculture, forestry, and/or fisheries work
<input type="checkbox"/> 3. Public health nurse, midwife, and/or nurse	Production process work
<input type="checkbox"/> 4. Care manager	<input type="checkbox"/> 14. Production process work (working in a factory, etc.)
<input type="checkbox"/> 5. Interpretation/translation work	Transport/machine operation work
<input type="checkbox"/> 6. Other professional/technical work (researcher, physician, teacher, etc.)	<input type="checkbox"/> 15. Transport/machine operation work (truck driver, bus driver, etc.)
Administrative work	Construction/mining work
<input type="checkbox"/> 7. Administrative work in trading company	<input type="checkbox"/> 16. Construction/mining work
<input type="checkbox"/> 8. Other administrative work (clerk, secretary, etc.)	Work in transport, cleaning, packaging, etc.
Sales work	<input type="checkbox"/> 17. Work in shipping/delivery, cleaning, packaging, etc. (working in a warehouse, food delivery, package delivery, newspaper delivery, wrapping, etc.)
<input type="checkbox"/> 9. Sales work (sales clerk, salesperson, etc.)	Other
Service work	<input type="checkbox"/> 18. Other / I don't know
<input type="checkbox"/> 10. Long-term care worker	
<input type="checkbox"/> 11. Other service work (housekeeping, customer service, cooking, etc.)	

Q4 What is your current status of residence?

(Look at the "List of Statuses of Residence" under Q5, find the number that applies to you, and write it in.)

Number of your current status of residence

Q5 Have you ever changed your status of residence?

If you have, what was your status of residence immediately before your current one?

(Look at the "List of Statuses of Residence" below, find the number that applies, and write it in.)

<input type="checkbox"/> 1. I haven't changed my status of residence	<input type="checkbox"/> 2. I've changed my status of residence (Number of status of residence immediately before your current one)	<input type="text"/>
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List of Statuses of Residence		
01. Professor	12. Intra-company transferee	23. Student
02. Artist	13. Nursing care	24. Training
03. Religious activities	14. Entertainer	25. Dependent (Family stays)
04. Journalist	15. Skilled labor	26. Designated activities
05. Highly skilled professional	16. Specified skilled worker 1	27. Permanent resident
06. Business manager	17. Specified skilled worker 2	28. Spouse or child of Japanese national
07. Legal/accounting services	18. Technical intern training 1	29. Spouse of permanent resident
08. Medical services	19. Technical intern training 2	30. Long-term resident
09. Researcher	20. Technical intern training 3	31. Other
10. Instructor	21. Cultural activities	
11. Engineer/specialist in humanities/international services	22. Temporary visitor	

Q6 Which of the following is your nationality/region? (Select the one response that applies)

<input type="checkbox"/> 1. China (including Hong Kong and Macau) <input type="checkbox"/> 2. Korea <input type="checkbox"/> 3. Taiwan <input type="checkbox"/> 4. Vietnam <input type="checkbox"/> 5. Philippines <input type="checkbox"/> 6. Nepal <input type="checkbox"/> 7. Indonesia <input type="checkbox"/> 8. Thailand	<input type="checkbox"/> 9. Myanmar <input type="checkbox"/> 10. India <input type="checkbox"/> 11. Sri Lanka <input type="checkbox"/> 12. Cambodia <input type="checkbox"/> 13. Mongolia <input type="checkbox"/> 14. Brazil <input type="checkbox"/> 15. Peru <input type="checkbox"/> 16. United States of America	<input type="checkbox"/> 17. Canada <input type="checkbox"/> 18. United Kingdom <input type="checkbox"/> 19. France <input type="checkbox"/> 20. Germany <input type="checkbox"/> 21. Italy <input type="checkbox"/> 22. Other (Specifically:)
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Q7 Where were you born? (Select the one response that applies)

<input type="checkbox"/> 1. Japan => Go to Q9	<input type="checkbox"/> 2. Same as my nationality/region => Go to Q8	<input type="checkbox"/> 3. Country/region other than "1" or "2" => Go to Q8
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Q8 (Only if you responded "2" or "3" for Q7) Have you graduated from any schools outside of Japan (including your home country)? If you did, what type of school did you graduate from?

If you haven't graduated from any schools outside of Japan	
<input type="checkbox"/> 1. I haven't graduated from any schools outside of Japan	
If you have graduated from one or more schools outside of Japan (Select all that apply)	
<input type="checkbox"/> 2. Elementary/junior high school <input type="checkbox"/> 3. Vocational school after graduating from junior high school <input type="checkbox"/> 4. High school <input type="checkbox"/> 5. Trade school or vocational school after graduating high school	<input type="checkbox"/> 6. Junior college <input type="checkbox"/> 7. University <input type="checkbox"/> 8. Graduate school <input type="checkbox"/> 9. Other

Q9 Are you currently attending school in Japan?

If you are currently not attending school			
<input type="checkbox"/> 1. I'm currently not attending school			
If you are currently attending school (Select the one response that applies)			
*If you are currently attending multiple schools, select the school in which you spend the most time taking classes.			
<input type="checkbox"/> 2. Junior high school <input type="checkbox"/> 3. High school	<input type="checkbox"/> 4. Japanese language school* <input type="checkbox"/> 5. Trade school	<input type="checkbox"/> 6. Technical college <input type="checkbox"/> 7. Junior college	<input type="checkbox"/> 8. University <input type="checkbox"/> 9. Graduate school

*This does not include Japanese language classes offered by cities, towns, etc.

Q10 Have you graduated from a school in Japan?

If you haven't graduated from any schools in Japan			
<input type="checkbox"/> 1. I haven't graduated from any schools in Japan			
If you have graduated from one or more schools in Japan (Select all that apply)			
<input type="checkbox"/> 2. Elementary/junior high school <input type="checkbox"/> 3. High school	<input type="checkbox"/> 4. Japanese language school* <input type="checkbox"/> 5. Trade school	<input type="checkbox"/> 6. Technical college <input type="checkbox"/> 7. Junior college	<input type="checkbox"/> 8. University <input type="checkbox"/> 9. Graduate school

*This does not include Japanese language classes offered by cities, towns, etc.

Q11 How long have you worked in Japan in total? (Select the one response that applies)

Note: This does not include working part-time while studying (attending school during the day and working part-time during your free time). If you are currently working part-time while studying, select "1. Only student part-time work."

<input type="checkbox"/> 1. Only part-time work while studying			
<input type="checkbox"/> 2. Less than 1 year	<input type="checkbox"/> 4. 3 years or more but less than 5 years	<input type="checkbox"/> 6. 10 years or more but less than 20 years	<input type="checkbox"/> 8. 30 years or more
<input type="checkbox"/> 3. 1 year or more but less than 3 years	<input type="checkbox"/> 5. 5 years or more but less than 10 years	<input type="checkbox"/> 7. 20 years or more but less than 30 years	

Q12 Which of the following languages do you speak most fluently (native language)? (Select the one response that applies)

<input type="checkbox"/> 1. Japanese	<input type="checkbox"/> 8. Thai	<input type="checkbox"/> 15. Spanish
<input type="checkbox"/> 2. Chinese	<input type="checkbox"/> 9. Burmese	<input type="checkbox"/> 16. English
<input type="checkbox"/> 3. Korean	<input type="checkbox"/> 10. Hindi	<input type="checkbox"/> 17. French
<input type="checkbox"/> 4. Vietnamese	<input type="checkbox"/> 11. Sinhalese or Tamil	<input type="checkbox"/> 18. German
<input type="checkbox"/> 5. Filipino (Tagalog)	<input type="checkbox"/> 12. Cambodian	<input type="checkbox"/> 19. Italian
<input type="checkbox"/> 6. Nepalese	<input type="checkbox"/> 13. Mongolian	<input type="checkbox"/> 20. Other
<input type="checkbox"/> 7. Indonesian	<input type="checkbox"/> 14. Portuguese	

Q13 How well can you communicate in Japanese? (Select the one response that applies)

<input type="checkbox"/> 1. Japanese is native language, or equivalent <input type="checkbox"/> 2. Can converse freely on a wide range of topics <input type="checkbox"/> 3. Can use language appropriate to the context of the conversation <input type="checkbox"/> 4. Can participate in long conversations <input type="checkbox"/> 5. Can converse about familiar topics <input type="checkbox"/> 6. Can participate in short conversations about everyday matters <input type="checkbox"/> 7. Can give basic greetings and participate in basic conversations <input type="checkbox"/> 8. Can barely converse in Japanese
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Q14 How well can you read Japanese? (Select the one response that applies)

<input type="checkbox"/> 1. Japanese is native language, or equivalent <input type="checkbox"/> 2. JLPT N1 level (The ability to understand Japanese used in a variety of circumstances) <input type="checkbox"/> 3. JLPT N2 level (The ability to understand Japanese used in everyday situations, and in a variety of circumstances to a certain degree) <input type="checkbox"/> 4. JLPT N3 level (The ability to understand Japanese used in everyday situations to a certain degree) <input type="checkbox"/> 5. JLPT N4 level (The ability to understand basic Japanese) <input type="checkbox"/> 6. JLPT N5 level (The ability to understand some basic Japanese) <input type="checkbox"/> 7. Can barely read Japanese

Q15 Are you married? (Select the one response that applies)

If you have never been married
<input type="checkbox"/> 1. Unmarried
If you have been married in the past
<input type="checkbox"/> 2. Widowed and/or divorced
If you are currently married
<input type="checkbox"/> 3. I live with my spouse
<input type="checkbox"/> 4. My spouse lives somewhere else in Japan
<input type="checkbox"/> 5. My spouse lives outside of Japan

2. Tell us about your life leading up to your job at your current company

Q16 Where did you live before starting your job at your current company? (Select the one response that applies)

<input type="checkbox"/> 1. Japan => Go to Q17	<input type="checkbox"/> 2. Home country/region => Go to Q19	<input type="checkbox"/> 3. Country/region other than "1" or "2" => Go to Q19
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Go to next page

Only respond to Q17 and Q18 if you responded "1. Japan" for Q16.

Q17 (Only if you responded "1" for Q16) Did you go online to look up/gather information and find your job at your current company? (Select all that apply)

- ☐1. I used websites operated directly by employers
- ☐2. I used websites run by private employment/job listing companies in Japan
- ☐3. I used the HelloWork Internet Service
- ☐4. I used other websites
- ☐5. I didn't go online to look up/gather information

Q18 (Only if you responded "1" for Q16) How did you find out about your job at your current company? (Select the one response that applies)

- ☐1. Referred by HelloWork (Public Employment Security Office)
- ☐2. Applied directly through the HelloWork Internet Service
- ☐3. Referred by a private referral agency in Japan
- ☐4. Referred by my school's employment support office (career center) in Japan
- ☐5. Referred by my previous company
- ☐6. Referred by an acquaintance, friend, etc.
- ☐7. Found the job listing (job information magazine and/or online) and applied
- ☐8. Referred by a referral agency or individual in my home country/region
- ☐9. Referred by a different institution in my country/region
- ☐10. Other

After responding to Q18, move onto Q23

Only respond to Q19 to Q22 if you responded “2” or “3” for Q16

Q19 (Only if you responded “2” or “3” for Q16) How did you find out about your job at your current company?

(Select the one response that applies)

- | |
|---|
| <input type="checkbox"/> 1. Looked up/gathered information on my own and applied (Did not go through a referral agency, etc.) |
| <input type="checkbox"/> 2. Referred by a referral agency or individual in my home country/region |
| <input type="checkbox"/> 3. Referred by a language school in my home country/region |
| <input type="checkbox"/> 4. Referred by a school other than “3” in my home country/region |
| <input type="checkbox"/> 5. Referred by a different institution in my country/region |
| <input type="checkbox"/> 6. Referred by a referral agency/individual in Japan |
| <input type="checkbox"/> 7. Referred by a different institution in Japan |
| <input type="checkbox"/> 8. Other |

Q20 (Only if you responded “2” or “3” for Q16) Who provided the expenses*¹ so you could come to Japan?

(Select all that apply)

- | | |
|--|---|
| <input type="checkbox"/> 1. Myself | <input type="checkbox"/> 4. Borrowed from my acquaintance(s)/friend(s) |
| <input type="checkbox"/> 2. Borrowed from my family* ² | <input type="checkbox"/> 5. Borrowed from financial institution(s) (bank, etc.) |
| <input type="checkbox"/> 3. Borrowed from my relative(s)/extended family* ³ | <input type="checkbox"/> 6. Other |

*1. Includes visa/passport fees, referral fees, language/vocational training fees, language/skills test fees, dormitory fees/living expenses, health check-up fees, security deposit, travel expenses to Japan, and all other expenses for entering Japan

*2. Parents, grandparents, spouse, children, and/or siblings

*3. Relatives/extended family other than “2”

Q21 (Only if you responded “2” or “3” for Q16) How much did it cost total for you to come to Japan? **(Select the one response that applies)**

- | | |
|---|---|
| <input type="checkbox"/> 1. Less than 200,000 yen | <input type="checkbox"/> 4. 600,000 yen or more but less than 800,000 yen |
| <input type="checkbox"/> 2. 200,000 yen or more but less than 400,000 yen | <input type="checkbox"/> 5. 800,000 yen or more but less than 1,000,000 yen |
| <input type="checkbox"/> 3. 400,000 yen or more but less than 600,000 yen | <input type="checkbox"/> 6. 1,000,000 yen or more |

Q22 (Only if you responded “2” or “3” for Q16) How long did it take for you to enter Japan after you decided to take your job at your current company? **(Select the one response that applies)**

- | | |
|---|---|
| <input type="checkbox"/> 1. Less than 1 month | <input type="checkbox"/> 4. 3 months or more but less than 6 months |
| <input type="checkbox"/> 2. 1 month or more but less than 2 months | <input type="checkbox"/> 5. 6 months or more but less than 1 year |
| <input type="checkbox"/> 3. 2 months or more but less than 3 months | <input type="checkbox"/> 6. 1 year or more |

Q23 Have you experienced any trouble, difficulties, etc., working at your current company?

If you haven't experienced any trouble, difficulties, etc.

☐1. I haven't experienced any trouble, difficulties, etc.

If you have experienced trouble, difficulties, etc. (**Select all that apply**)

- ☐2. The company didn't explain the costs involved in entering the company
- ☐3. The costs of the referral agency (including sending institution) were expensive
- ☐4. The costs for entering the company were more than what I had been told in advance
- ☐5. My job description was not explained to me in advance
- ☐6. My wages were not explained to me in advance
- ☐7. My working conditions (working hours, etc.) were not explained to me in advance
- ☐8. My actual work differed from the job description that was explained to me in advance
- ☐9. My actual work conditions differed from the job description that was explained to me in advance
- ☐10. My work required a higher level of Japanese language skill than was explained to me in advance
- ☐11. It took longer to start working at the company than what was explained to me in advance
- ☐12. I didn't know where to go for help with trouble, difficulties, etc.
- ☐13. Other

3. Tell us about your future career aspirations, side jobs, etc.

Q24 Do you intend to continue working for your current company? (**Select the one response that applies**)

- ☐1. I want to continue working for my current company
- ☐2. I want to work for another company while continuing to work at my current company
- ☐3. I want to quit my current company and start working at a different company in Japan
- ☐4. I want to work in my home country/region
- ☐5. I want to work in a country/region that is not Japan or my home country
- ☐6. I've decided to leave Japan for reasons other than work
- ☐7. Other

Q25 Do you work any jobs in addition to your job at your current company?

If you do not work any additional jobs

☐1. I don't work any jobs in addition to my job at my current company

If you do work additional jobs (including additional jobs you work only during certain periods) (**Select all that apply**)

- ☐2. Work as an executive of a company, etc.
- ☐3. Work for a company, etc.
- ☐4. Self-employed (Have employees) (Running a restaurant, etc.)
- ☐5. Self-employed (Do not have employees) (Interpreter, food delivery, etc.)
- ☐6. Side job

4. Tell us about the training, studying, etc., you have done for your work

Q26 In the past year, have you done any training, studying, etc., for a job other than learning Japanese? **(Select the one response that applies)**

☐1. Yes => Go to Q27

☐2. No => The survey ends here

Q27 **(Only if you responded “1” for Q26)** Other than learning Japanese, which of the following forms of training, studying, etc., did you do? **(Select all that apply)**

- ☐1. Training by your employer
- ☐2. Taking courses at a university/graduate school
- ☐3. Taking courses at a public human resources development facility*
- ☐4. Taking courses at a vocational school/other school
- ☐5. Participating in study sessions/training sessions
- ☐6. Taking online courses
- ☐7. Self-study
- ☐8. Other

*Vocational Ability Development and Promotion Centers (Polytechnic Centers), prefectural polytechnic schools, training programs for job seekers through Hello Work (Public Job Seeker Training Program/Job Seeker Training Program), etc.

The survey ends here. Thank you.