Basic concept of measures for employment of foreign workers

The framework of the existing laws

[Immigration Control and Refugee Recognition Act]
Acceptance range of foreign workers is decided considering “impact on the industries of Japan, the people’s life, etc. comprehensively.

[Employment Countermeasures Act] (revised in June, 2007, enforced on October 1, 2007)
- Measures that the government must take are clarified as follows.
  - Promotion of employment of foreign workers in specialized and technical fields
  - Improvement of employment management and promotion of reemployment for foreign workers
  - Prevention of illegal work by foreign workers
  - Employers are obliged to make efforts to improve employment management and support reemployment for foreign workers, and to report the situation of employment of foreign workers.
  - Alien Workers Guidelines based on Employment Countermeasures Act that employers are obliged to follow have been stipulated according to the notification by Minister of Health, Labour and welfare.

Basic principles of the employment policy
(Notification by Minister of Health, Labour and Welfare in February, 2008)

- From the viewpoint of international competitiveness intensification, employment of foreign workers in specialized and technical fields in Japan is to be promoted positively.
- To improve the foreign workers’ working environment based on the comprehensive measures for “foreign residents who are having their own daily life in Japan” (a liaison conference of concerned ministries and agencies on foreign workers issues in December, 2006) and the Alien Workers Guidelines.

[Support for foreign workers in specialized and technical fields]
- Promotion of employment of foreign workers in specialized and technical fields by utilizing the nation-wide network of Employment Service Centers for Foreign Workers (Tokyo, Aichi, Osaka).
- Promotion of employment of foreign students in Japan in collaboration with college graduates sections and concerned sections of colleges. Implementation of internship programs for foreign students.

(Measures for appropriate and stable employment of foreign workers]
- Promotion of improvement in foreign workers employment management by disseminating and enlightening employers the Alien Employment Guidelines and by instructing them at offices based on the Guidelines.
  1) Flexible measures to reinforce the consultation and support function of the Hello Work by increasing interpreters and counselors, etc.
  2) Implementation of working preparation training including improvement of communication ability in Japanese.

Concrete measures

Detailed Date

Ratio of foreign worker’s according to resident status

<table>
<thead>
<tr>
<th>Resident status in special technical field (note 2)</th>
<th>100,309 people</th>
<th>17.8%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special activity</td>
<td>112,251 people</td>
<td>19.9%</td>
</tr>
<tr>
<td>Unqualified activity</td>
<td>96,897 people</td>
<td>17.2%</td>
</tr>
<tr>
<td>Number of foreign workers</td>
<td>562,818 people</td>
<td></td>
</tr>
<tr>
<td>Resident status based on position (note 1)</td>
<td>253,361 people</td>
<td></td>
</tr>
<tr>
<td>45.0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Ministry of Health, Labour and Welfare "Report situation of foreigner employment situation" (October, 2009)
(Note) 1 "Resident status based on position" includes "Permanent resident status", "Japanese consort", and "Consort of permanent resident status" and "habitant"

2 Residence status of professional and technical field includes "professor", "art", "religion", "news", "investment / management", "law / accounts duties", "medical care", "research", "education", "technology", "humanities knowledge / international business", "Intra-corporate transferees", "performance" and "skills"