Employment Measures for Foreign Workers

Overview

laws

Framework of existing

Present basic concept

Concrete measures

Basic Concept of Employment Measures for Foreign Workers

[Immigration Control and Refugee Recognition Act]

Acceptance range of foreign workers is decided with comprehensive consideration given to "impact on the industries of Japan, the people's life, etc.".

[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 of foreign workers Prevention of illegal work by foreign workers
- Employers are obliged to make efforts to improve employment management and support reemployment of foreign workers, and to report the situation of employment of foreign workers.
- Guidelines that detail the measures business operators are obliged to take for the employment management improvement of foreign workers have been notified in accordance with the **Employment Countermeasures Act.**

[Basic principles of the employment policy

(Notification by Minister of Health, Labour and Welfare in February, 2008)]

From the viewpoint of the 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" (Liaison Conference of Concerned Ministries and Agencies on Foreign Workers Issues in December, 2006) and the Foreign Workers Guidelines.

- Expansion of the acceptance range of foreign workers including that of unskilled labor may intensify the dual structure of the labor market and obstruct improvement in working conditions, resulting in hindering business operators to meet demand for labor and securing personnel.
- Realizing the participation of Japanese youth. females, and elderly, etc. in the labor market is of primary importance in ensuring a secure labor force (same purpose as that of the New Growth Strategy).

[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, and implementation of internship programs for foreign

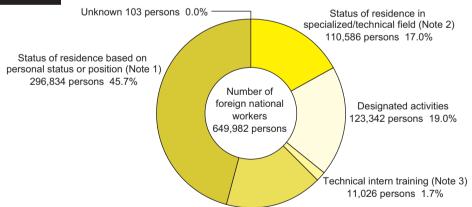
[Measures for appropriate and stable employment of foreign workers]

- Promotion of improvement in foreign workers employment management by disseminating and enlightening employers the Foreign Workers Guidelines and by instructing them at offices based on the Guidelines
- Implementation of flexible employment measures to cope with the rapid aggravation in the employment situation of foreign workers of Japanese ancestry.
- 1) Flexible measures to reinforce the consultation and support functions of Hello Works by increasing interpreters and counselors, etc.
- 2) Implementation of working preparation training including improvement of communication ability in Japanese.

Notification of the reporting system that all employers are obliged to report the situation of foreign workers employment (part of the employers' compliance)

Detailed Data

Percentage of foreign worker by status of residence



Permission to engage in an activity other than that permitted under the status of residence previously granted 108,091 persons 16.6%

Source: "Situation of Notified Foreign National Employment Status" (October 2010), MHLW

- (Note) 1. "Status of residence based on personal status or position" includes "permanent resident", "spouse or child of Japanese
 - "Status of residence based on personal status or position" includes "permanent resident", "spouse or child of Japanese national", and "spouse or child of permanent resident", and "long-term resident".
 "Status of residence in specialized/technical field" includes "professor", "artist", "religious activities", "journalist", "investor/business manager", "legal/accounting services", "medical services", "researcher", "instructor", "engineer", "specialist in humanities/international services", "intra-company transferee", "entertainer", and "skilled labor".
 "Technical Intern Training" was newly established as a status of residence in July 2010. Workers employed as technical interns prior to that establishment were reported as howing the residential status of "Decimanted Activities".
 - prior to that establishment were reported as having the residential status of "Designated Activities".