

جانب وزارة الدولة لشؤون التنمية الإدارية

الموضوع : منظمة التدريب الفني وأهمية إنشاء وتطوير العلاقة بها بالنسبة للبنان

إشارة إلى الموضوع والمرجع أعلاه، نودعكم ربطاً نسخة من كتاب سفارة لبنان في طوكيو - اليابان، رقم ٩/٦٠٧ تاريخ ٢٠٢٠/١١/١٠، مرفقاً به مفكرة الملحق الاقتصادي لدى البعثة حول كيفية بناء إقتصاد قائم على قطاعات منتجة ذات قيمة مضافة من أجل التصدير والكتيب ذات الصلة بالموضوع المشار إليه في الكتاب المرفق.

للتفضل بالاطلاع وإجراء المقتضى والإفادة.

مدير الشؤون الاقتصادية
السفير

بلال قبلان

للإحالة الى:
م. نامع عراوي
م. سار حنظل
بيروت في: ٢٠٢٠ / ١٢ / ١٤

نسخة إلى:

- وزارة العمل
- وزارة الزراعة
- وزارة الصناعة
- وزارة الاقتصاد والتجارة
- جمعية الصناعيين اللبنانيين
- وزارة الدولة لشؤون التنمية الإدارية
- وزارة التربية والتعليم العالي - المديرية العامة للتعليم المهني

Embassy of Lebanon
In Japan



سفارة لبنان
لدى اليابان

الرقم: ٩/ع/٦٠٧
التاريخ: ٢٠٢٠/١١/١٠

وزارة الخارجية والمغتربين
بإطلاع سعادة الأمين العام
مديرية الشؤون الاقتصادية

وزارة الخارجية والمغتربين

24 NOV 2020

٩٩٧٧٢

الرقم

اقتصادية

الموضوع : منظمة التدريب الفني وأهمية إنشاء وتطوير العلاقة
بها بالنسبة للبنان
المرجع : المراسلات ذات صلة
المرفقات: مستندات عن المنظمة وبرامجها
مفكرة الملحق الاقتصادي

أتشرف بعرض ما يلي :

في إطار متابعة السفارة لموضوع إستفادة لبنان من طاقات اليابان في مجال التدريب المهني والتقني وتبادل الخبرات والمهارات ، خاصة وأن اليابان من أوائل الدول الصناعية في هذا المجال في مختلف القطاعات من أجل المساهمة في بناء وتطوير قدرات الدول النامية والاقتصادات الصغيرة، وفي إطار محاولات لبنان بناء إقتصاد قائم على قطاعات منتجة ذات قيمة مضافة من أجل التصدير، يعمل الملحق الإقتصادي على متابعة وبناء هذا الملف من خلال التواصل والإجتماع مع عدة مؤسسات في اليابان أولها OTIT Organization For Technical Intern Training وهي موضوع المفكرة المرفقة التي حضرها بعد الإجتماع بمسؤولية العلاقات الخارجية في المنظمة.

للتفضل بالإطلاع والإحالة لجانب معالي وزير الاقتصاد والتجارة، معالي وزير العمل وجمعية الصناعيين اللبنانيين والإفادة من جانب وزارة العمل عن وضعها خطة ومسودة إتفاق تعاون وفق المشروع في المفكرة لكي تتم المتابعة نظراً للفوائد العميقة جداً لهذا الموضوع ..

مع وافر الإحترام

وزارة الخارجية

مديرية الشؤون الاقتصادية

١٢٠٩

المفكر
نضال يحيى

٢٠٢٠

المستشار
الكشيب

مفكرة إقتصادية

الإجتماع بمنظمة التدريب الفني OTIT

تاريخ ٢٧/١٠/٢٠٢٠

بتاريخ ٢٧/١٠/٢٠٢٠ اجتمعت بالسيدة MASAKO TANAKA مسؤولة العلاقات الخارجية في منظمة OTIT Organization for Technical Intern Training من أجل التعرف على هذه المنظمة اليابانية النصف حكومية والتباحث معها حول إمكانية التعاون مع لبنان وتمكينه من الاستفادة من برنامج نقل الخبرات التقنية اليابانية إلى الرأسمال البشري اللبناني في مختلف القطاعات الاقتصادية.

تأسست OTIT عام ٢٠١٧، بهدف تعزيز التعاون الدولي من خلال نقل الخبرات والمهارات التقنية في الصناعات اليابانية إلى البلدان النامية من خلال تنمية الموارد البشرية، مع ضمان التدريب التقني المناسب وحماية المتدربين التقنيين.

الوظائف الرئيسية لمنظمة OTIT مع الجانب المرسل للمتدربين تتلخص كالاتي:

- اعتماد خطط التدريب التقني
- الفحص الأولي لطلب الترخيص
- المراسلة والتعاون مع المنظمات المرسلة للمتدربين
- طلب تقرير من المنظمات المشرفة والمرسلة كذلك المنظمات المنفذة والتفتيش الميداني لهم
- دعم وحماية المتدربين الفنيين
- القيام بأبحاث في موضوع التدريب التقني

شرحت السيدة TANAKA عن هيكلية ودور منظمة OTIT خاصة برنامج التدريب التقني TITP Technical Intern Training Program الذي من خلاله تستقبل شركات يابانية متدربين اجانب من البلدان النامية لمدة ٥ سنوات مدفوعة الأجر بهدف نقل التكنولوجيا والمهارات اليابانية حيث تساهم هذه الخطوة بتطوير إقتصاديات هذه الدول وتحسين قطاعاتها الإنتاجية الوطنية .

- المشيقة والبرية والبرية -

[illegible]

॥ श्रीगणेशाय नमः ॥

- صناعات المفروشات
- الطباعة
- الصناعات البلاستيكية
- صناعات التغليف والتعليب
- مهارات الدهان
- صناعات الفخار
- تصليح السيارات
- إدارة تنظيف المباني
- وظائف المطار Airport Ground Handling
- وظائف الرعاية الصحية

وفي نهاية الإجتماع تم التأكيد على أهمية هكذا برنامج من أجل تطوير مهارات القطاعات الانتاجية اللبنانية الذي يعد برنامج طويل الأمد واضح يعمل عليه ضمن خطة حكومية واضحة من أجل صقل اليد العاملة اللبنانية بالخبرات اللازمة لتطوير صناعات جديدة تمكن لبنان من التصدير إلى الأسواق الخارجية بوتيرة أكبر، وتم التوافق على متابعة الموضوع مع الجهات المختصة.

إن هكذا برنامج تدريبي يساعد على رفع المهارات الإنتاجية لليد العاملة اللبنانية ويكسبها الثقة المطلوبة خاصة وأن اليابان قد استثمرت ما يقارب الخمسين عاماً في سمعة منتجاتها واكتسبت الصدارة في أغلب القطاعات الانتاجية وبدأت بنقل هذه المهارات الإنتاجية إلى المجتمعات النامية الجدية في عملية تطوير ذاتها ونتاجها خاصة في البلدان المحيطة شرق اسيا وهي مستعدة لمساعدة باقي البلدان التي تظهر رغبة وجدية في التعاون في المجال الإقتصادي.

تاريخ ١٠ / ١١ / ٢٠٢٠

الملحق الاقتصادي

بشير بو راشد



Technical Intern Training Program

25th September, 2020

Organization for Technical Intern Training (OTIT)

OTIT (Organization for Technical Intern Training)

Competent Ministers

Commission,
Supervise

Report

Address (head office) Tel.03-6712-1523
LOOP-X, 3F, 3-9-15, Kaigan Minato-ku, Tokyo

President

Executive Director

Auditor

Department for General
Affairs

Department for
International Affairs

Department for
Supervising Organization

Department for
Technical Intern Training

Regional Offices

- ☐ **13 offices in Japan**

Hokkaido(Sapporo), Miyagi(Sendai), Tokyo(Minato-ku), Ibaraki(Mito), Nagano(Nagano), Aichi(Nagoya), Toyama(Toyama), Osaka(Osaka), Hiroshima(Hiroshima), Kagawa(Takamatsu), Ehime(Matsuyama), Fukuoka(Fukuoka), Kumamoto(Kumamoto)

* Prefecture(city)

Type of the organization

- ☐ **Legal entity**

(Competent ministers approve its establishment)

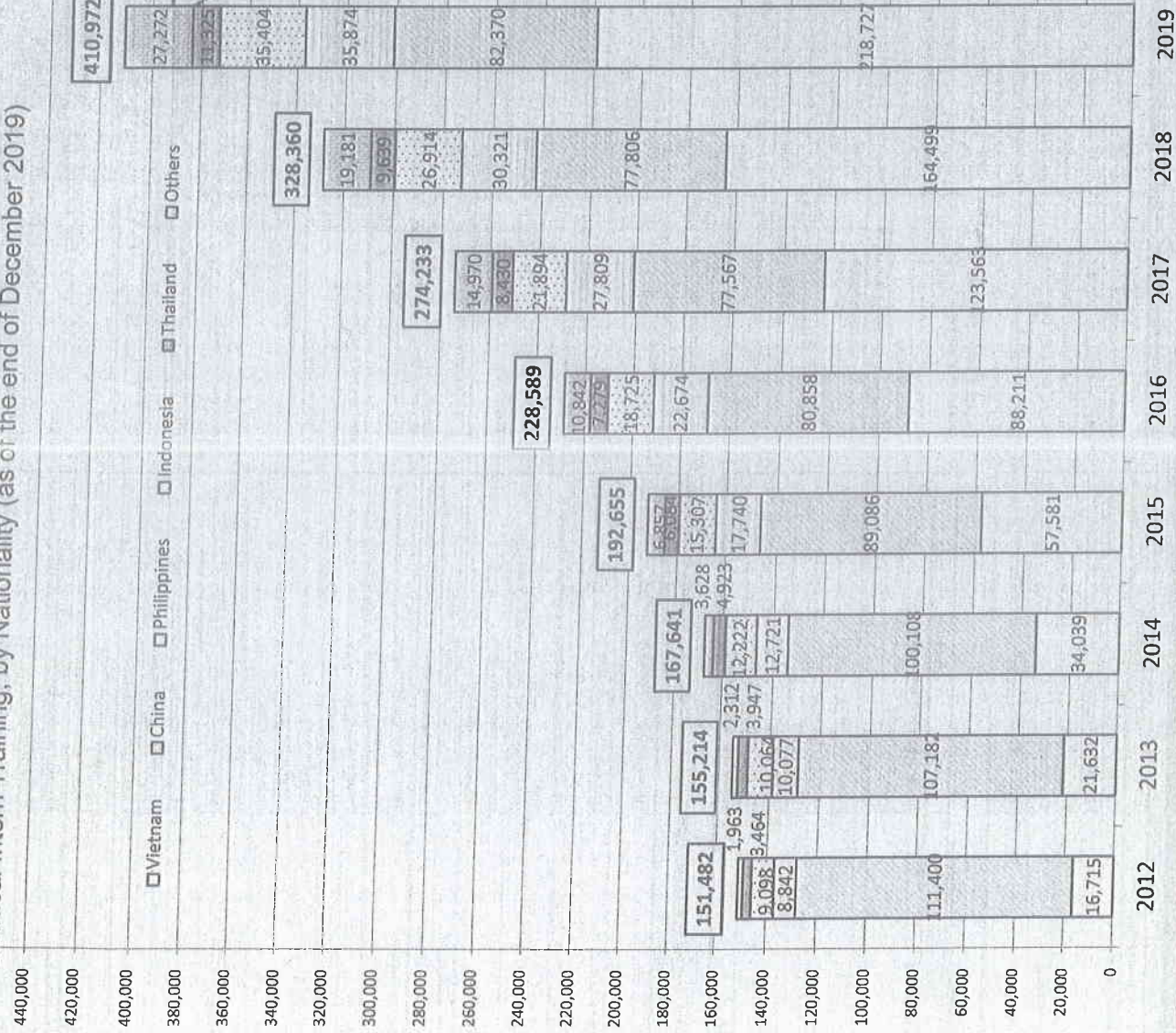
Function

- ☐ **Accreditation of technical training plan**
- ☐ Preliminary screening of the application for license
- ☐ Receipt of notification of implementing organization
- ☐ **Onsite inspection to supervising organizations and implementing organizations**
- ☐ Receipt of various kinds of reports from supervising organizations and implementing organizations
- ☐ Support and protection for technical intern trainees
- ☐ Research on technical intern training

- ☐ conduct onsite inspection to every supervising organization (about 3,000 supervising organizations) every year.
- ☐ conduct onsite inspection to every implementing organization (about 48,000 implementing organization) within every 3 years.

Trends in the Number of Technical Intern Training by Nationality

Number of Technical Intern Trainees whose Status of Residence was Technical Intern Training, by Nationality (as of the end of December 2019)

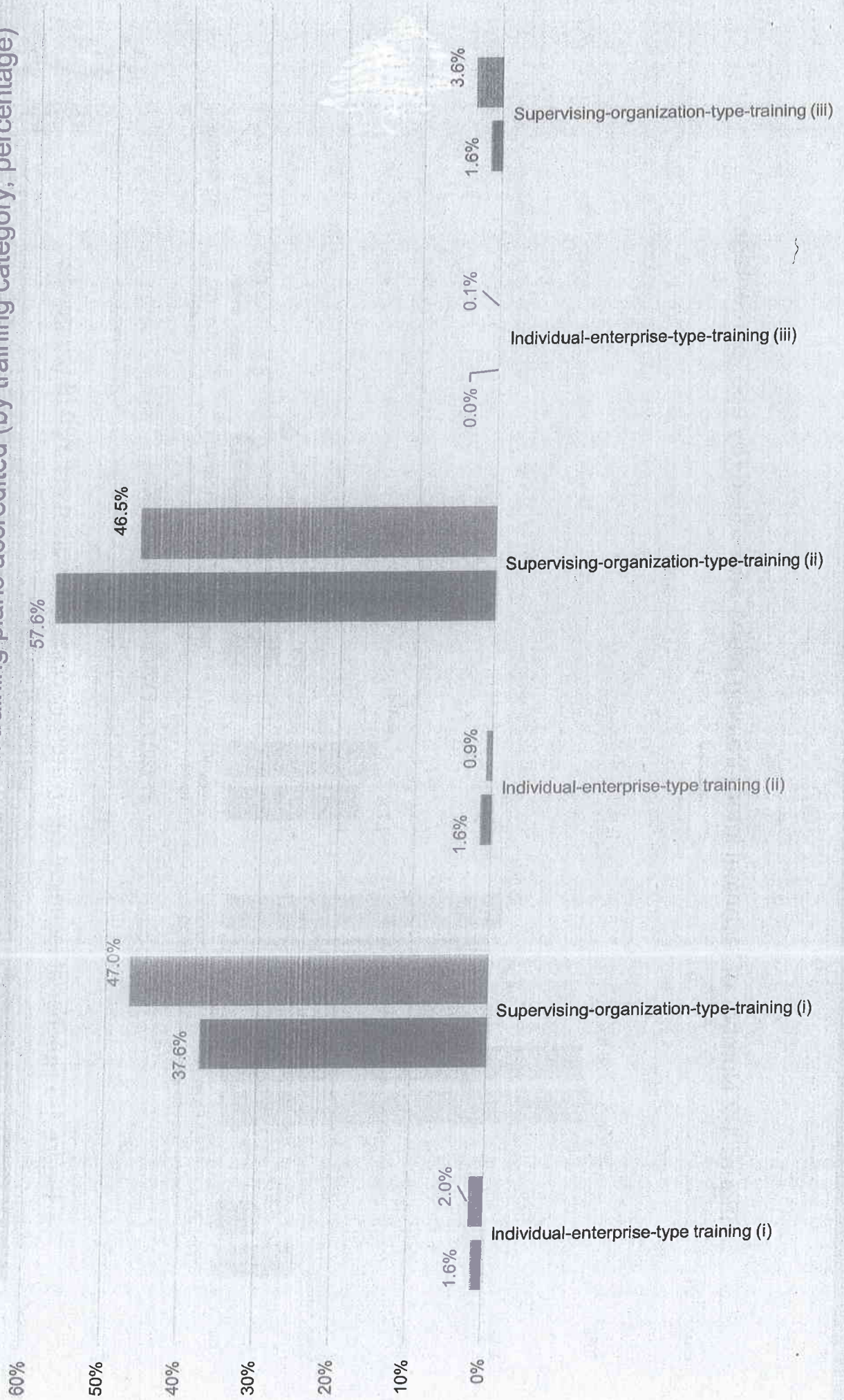


Breakdown of "Others"

Country	Number of Persons
Myanmar	13,118
Cambodia	9,516
Mongol	2,123
Sri Lanka	740
Laos	555
Nepal	403
India	225
Malaysia	171
Bangladesh	166
Kirgiz	45
Peru	45
Mexico	34
Venezuela	34
Taiwan	26
Bhutan	23
Uzbekistan	20
Turkey	12
Brazil	6
Pakistan	5
Russia	5

Number of Technical Intern Training by training categories

Figure 1-1 Number of technical intern training plans accredited (by training category; percentage)



Number of Technical Intern Training Plans by Job category

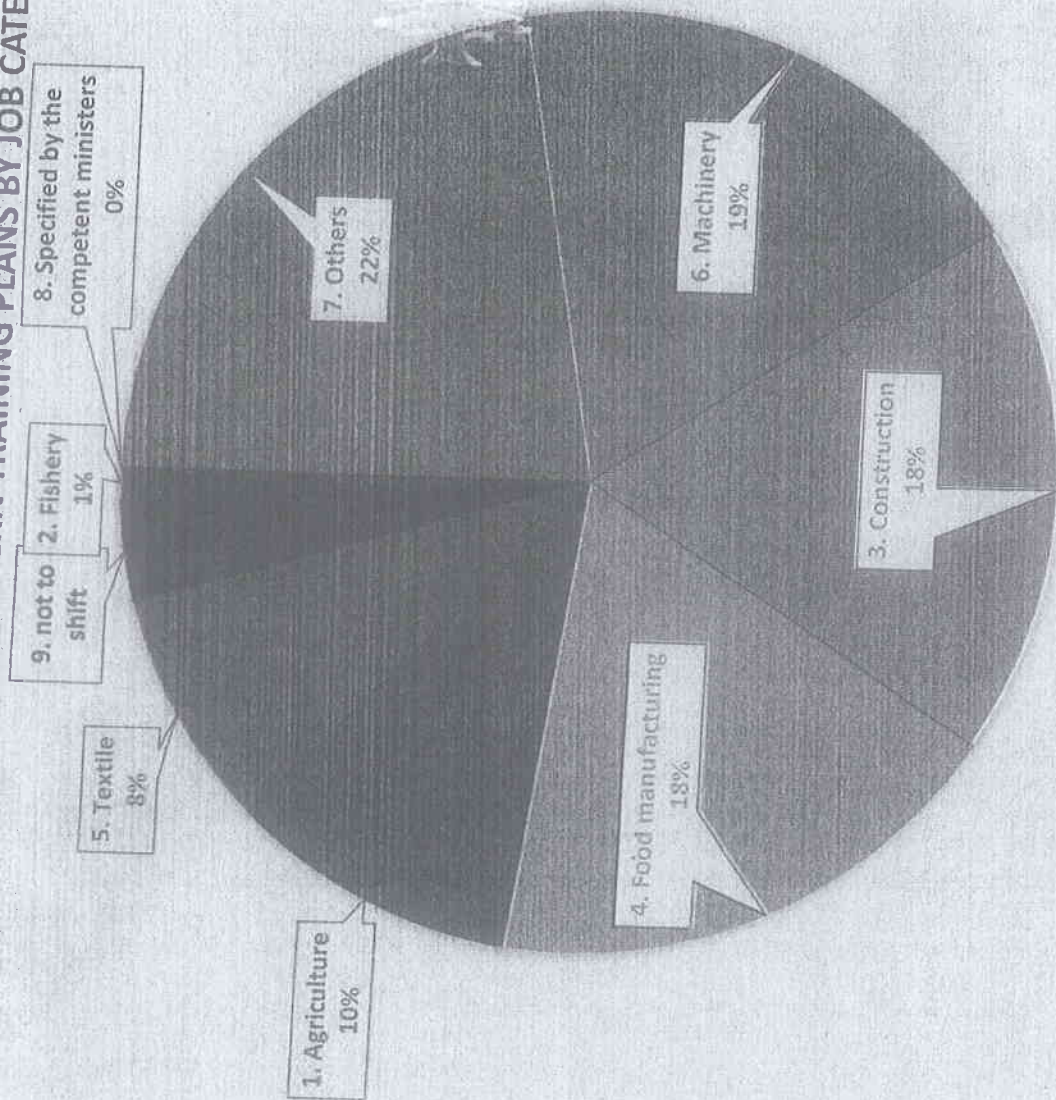
○ Number of technical intern training plans accredited
(by job category; percentage)

(FY2018)

Unit: Number of
accredited plans

Total	Number	Percentage
7. Others	389,321	100.0%
6. Machinery	85,774	22.0%
3. Construction	72,673	18.7%
4. Food manufacturing	71,299	18.3%
1. Agriculture	70,401	18.1%
5. Textile	39,295	10.1%
9. not to shift	31,786	8.2%
2. Fishery	13,849	3.6%
8. Specified by the competent ministers	4,208	1.1%
	36	0.0%

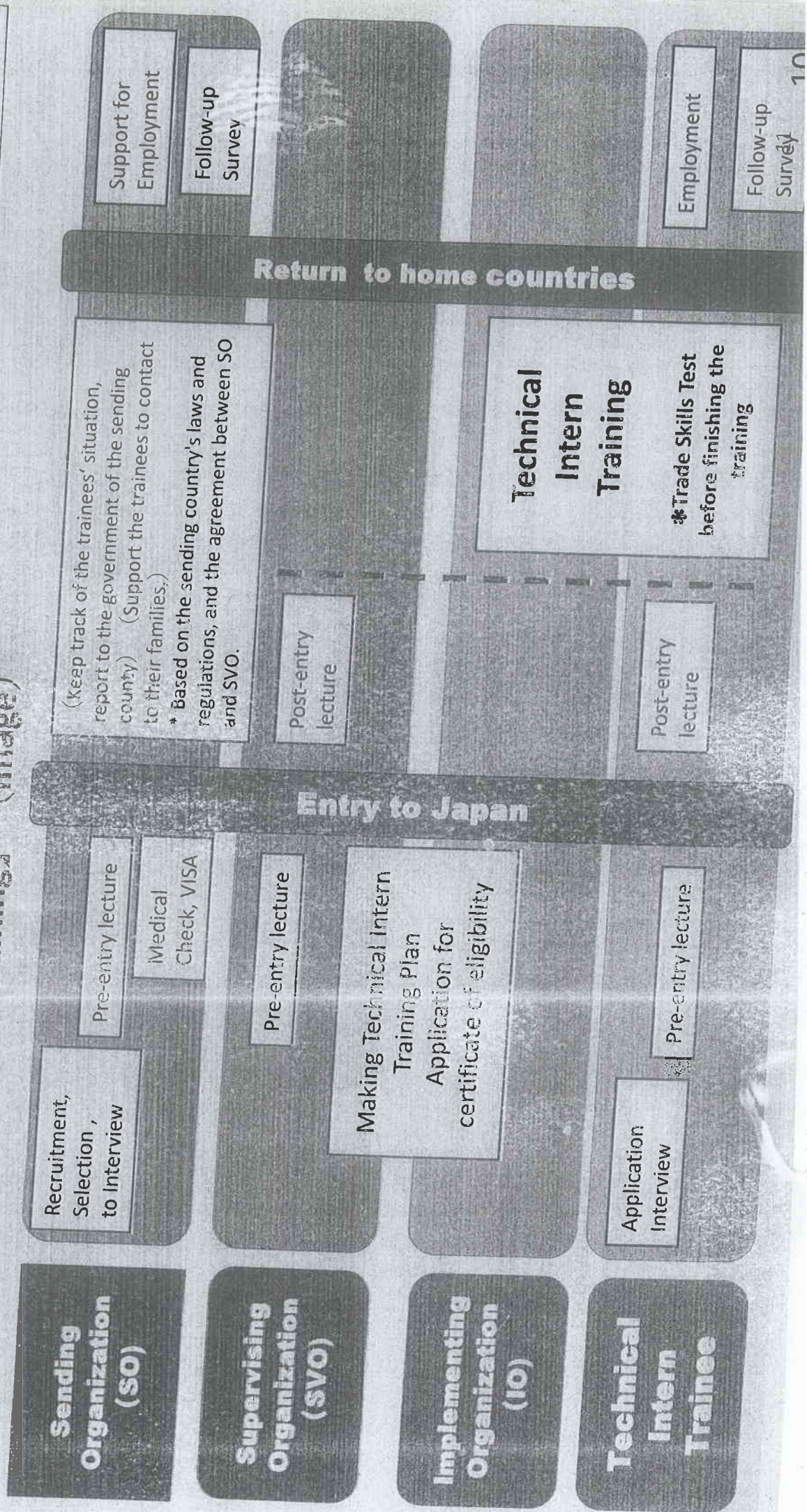
NUMBER OF TECHNICAL INTERN TRAINING PLANS BY JOB CATEGORY



Structure of Technical Intern Training Program

- Technical Intern Training Program aims to contribute to developing countries by accepting people from these countries for a certain period of time (maximum 5 years) and transferring skills through OJT.
- Labour related regulations are applied to technical intern trainees under employment relationship except lecture period just after the entry.

【Flow of the technical intern training】 (Image)



Criteria for Accreditation of the Technical Intern Training Plan

- A person who intends to conduct technical intern training shall prepare a technical intern training plan for each technical intern trainee, and shall submit it in order to seek accreditation. The criteria for accreditation have been established in order to ensure the appropriateness of the technical intern training plan. (Article 9 of the Act)

Main criteria to be met for accreditation of the Technical Intern Training Plan

- ① **The skills, etc. which the technical intern trainee is to acquire would be difficult to acquire in the home country of the technical intern trainee**
(Goal of technical intern training (i)): to pass the practical test and paper test of the basic trade skills test or an equivalent technical intern training evaluation examination, etc.
(Goal of technical intern training (ii)): to pass the practical test of the grade 3 trade skills test or an equivalent technical intern training evaluation examination
(Goal of technical intern training (iii)): to pass the practical test of the grade 2 trade skills test or an equivalent technical intern training evaluation examination
- ② **Goals of the technical intern training**
(Goal of technical intern training (i)): to pass the practical test and paper test of the basic trade skills test or an equivalent technical intern training evaluation examination
(Goal of technical intern training (ii)): to pass the practical test of the grade 3 trade skills test or an equivalent technical intern training evaluation examination
(Goal of technical intern training (iii)): to pass the practical test of the grade 2 trade skills test or an equivalent technical intern training evaluation examination
- ③ **Content of the technical intern training (*)**
 - The skills, etc. cannot be acquired mostly through the repetition of simple work.
 - In cases of technical intern training (ii) and technical intern training (iii), they are related to the occupations and operations listed in the Appended Table of the ordinance of the competent ministries.
 - It is work that is normally performed at the place of business which conducts the technical intern training.
 - In cases relating to occupations and operations subject to transfer the required work is one-half or more of the total number of hours spent engaging in the work, and the peripheral work is one-third or less of the total number of hours spent engaging in the work.
 - The technical intern trainee has experience of engaging in the same kind of work in a foreign country as the work the trainee intends to engage in while in Japan, or there are special circumstances necessitating the technical intern trainee engage in the technical intern training (only in cases pertaining to supervising-organization-type technical intern training).
 - The technical intern trainee plans to engage in work requiring the skills etc. acquired in Japan after returning to his or her home country.
 - In cases of technical intern training (iii), the technical intern trainee returned to his or her home country for one month or more after completion of technical intern training (ii), or for one month or more and less than one year within one year after starting technical intern training (iii).
 - The technical intern trainee or a family member, etc. has not entered into a contract which stipulates the paying of a deposit or penalties, etc. (this shall be made clear through a document prepared by the technical intern himself/herself).
 - Post-entry lectures on subjects such as Japanese language, and immigration and labor related laws and regulations shall be conducted for technical intern trainees (i).
 - In cases of multiple occupations, these are all occupations subject to transfer, they are related to each other, and there is a rational reason as to why they should be implemented together.

Requirements of Sending Organizations of Foreign Countries

- ☐ The term, "Sending Organizations of Foreign Countries" (Article 23, Paragraph 2, Item 6 of the Act) It is the organization that conforms to requirements specified by the ordinance of the competent ministries as an organization being able to forward applications for a job pertaining to supervising organization type technical intern training from the people who would like to be a supervising organization type technical intern trainee.

Requirements of Sending Organizations of Foreign Countries

- (1) Being recommended from a public body of the sending country as an organization that is able to appropriately forward applications for technical intern training to Japanese supervising organizations
- (2) Appropriately selecting only the people who would like to receive technical intern training after understanding the purpose of the program, and then sending them to Japan
- (3) Regarding commission fees and other costs collected from technical intern trainees, making public the calculation criteria after clearly establishing the criteria, as well as clearly specifying these costs to technical intern trainees and making sure they fully understand
- (4) In order for the people who returned to their country after completing technical intern training to appropriately utilize the acquired skills, implementing necessary support such as finding a job
- (5) Responding to requests, including cooperation in follow-up surveys, from the Minister of Justice, the Minister of Health, Labour and Welfare, or the organization for Technical Intern Training
- (6) The relevant organization and its officers should not have the experience of being sentenced to imprisonment or a more severe punishment or the equivalent punishment under the laws and regulations of Japan or a foreign state where the organization is located within the preceding five years
- (7) Conducting business regarding technical intern training in accordance with laws and regulations of the country where the organizations are located
- (8) Within the preceding five years, not taking control of money or other properties of technical intern trainees or their relatives in relation to sending the trainees to Japan, irrespective of collecting deposits or other nominal terms
- (9) Within the preceding five years, regarding default of a contract pertaining to technical intern training, not concluding a contract to enact penalties or a contract to unreasonably transfer money or other properties
- (10) Within the preceding five years, not having abused human rights of technical intern trainees
- (11) Not having conducted acts, such as using forged or altered documents, in relation to the technical intern training program within the preceding five years
- (12) Confirming that the acts of (8) and (9) have not been conducted to technical intern trainees or their families, etc.
- (13) In addition, having other necessary abilities to appropriately forward applications for technical intern trainings to Japanese supervising organizations

The Countries that created Memorandum of Cooperation

The government of the sending country examines whether or not sending organizations meet the above (1) - (13) requirements, and approves appropriate organizations.

requirements of the Previous Experience (Regarding Article 10, paragraph (2), item (iii) (e) of the Ministerial Ordinance)

In the case of supervising-organization-type technical intern training, the technical intern trainees are required to have 'experience of engaging in the same kind of work in a foreign country as the work to be engaged in while in Japan', or 'special circumstances must exist requiring the trainee to engage in supervising-organization-type technical intern training'. (Article 10, paragraph (2), item (iii)(e) of the Ministerial Ordinance) (* Reference Form 1-27 is a model document for application)

Experience of engaging in the same type of work in a foreign country as the work to be engaged in while in Japan

Regarding "experience of engaging in the same kind of work in a foreign country as the work to be engaged in while in Japan", the technical intern trainee is required to have form of work in the sending country. However, this does not require that the name of the work engaged in as work in the sending country is identical in form to the work to be engaged in while in Japan.

* The "certificate issued by the organization of affiliation in a foreign country" of Reference Form 1-28 is a model of the document needed to confirm this requirement.

Special circumstances requiring the technical intern trainee engage in supervising-organization-type technical intern training

The cases from ① to ③ will apply.

① If the trainee has completed a curriculum related to the same type of work at an educational institution (including cases of expected completion).

The type of educational institution is not a requirement, but it is necessary for the period of education to have been for at least six months or 320 hours. In such case, it is necessary to submit all of the following documents.

• Documents giving a summary of the educational institution (limited to documents that show that education is being provided in a field related to the same kind of work) (*Reference Form 1-33)

• Documents certifying that the technical intern trainee has completed the relevant curriculum at the educational institution (including proof of expected completion)

② Cases where the technical intern trainee is able to give a detailed explanation of the need to engage in the technical intern training, and has received the minimum training necessary to engage in the technical intern training

Cases where the technical intern trainee is able to give a detailed explanation of the need to engage in technical intern training in this field

• Cases of succeeding to the family business and needing to engage in technical intern training in this field

• Cases of wanting to work in a field that is growing rapidly in the home country and therefore a need to engage in technical intern training in such field has arisen

In such case, it is necessary to submit a written reason that concretely describe the necessity for the technical intern trainee to engage in the technical intern training. (* Reference Form 1-22 "Written Reason for Implementing Technical Intern Training" is a model of the written reason.)

In addition, as the minimum training (at least 320 hours over a period of at least 2 months) required for engaging in the technical intern training, of which at least 160 hours over a period of at least 1 month must be Pre-entry lecture described in Technical Intern Training Act and at least 160 hours over a period of at least 1 month must be a course (both classroom learning and practice are acceptable) related to the same type of work. (*Reference Form 1-34,35)

③ When it is recognized that there is a particular need for technical cooperation between the implementing organization or supervising organization, and the sending country

Cases where it is recognized that the technical intern training is being conducted based on an agreement to the effect of human resources development utilizing the technical intern training program entered into by the implementing organization or supervising organization, and a public organization of the sending country. In such case, it is necessary to submit materials that demonstrate the necessity of technical cooperation between the implementing organization or supervising organization, and public organization of the sending country.

Measures for Protection of Technical Intern Trainees

1 Reinforcement of the structure for management and supervision

- Licensing system for supervising organizations
- Accreditation system for technical intern training plans
- Onsite inspections by OTIT and the competent ministers

2. Development of a consultation and support system

(1) Development of a reporting and consultation hotline in the native language of the technical intern trainees

- The new system accepts consultations via email as well as over the phone
- * As well as Chinese, Vietnamese, Indonesian, Tagalog, English, and Thai, we added Cambodian(Khmer), Burmese(Myanmar) from April 2018.
- A temporary shelter will be provided taking into consideration the wishes of the trainee, and the urgency or necessity of the situation, etc.

(2) Development of a support system enabling changes of the training site

- Stipulated the obligations of the implementing organization or the supervising organization to notify in case of difficulty in continuing with the technical intern training (Articles 19 and 33) and to take measures to continue with the technical intern training (Article 51) in the Act.
- In response to consultations from technical intern trainees, OTIT offers support including changes of the training site using all its available information.

(3) Stipulation of the right to report to the competent ministers of the fact of a violation of the act

- Clearly stipulated in the Act that technical intern trainees may report to the competent ministers (Article 49) of the fact of a violation of the act by an implementing organization or supervising organization.
- Established penalties to punish discrimination against a technical intern trainee for having made a report.

3. Development of penalties

Penalties	Supervising organization	Implementing organization
Sentence of imprisonment with work of not less than 1 year but not more than 10 years, or a fine of not less than 200,000 yen but not more than 3 million yen	① Act of forcing a technical intern trainee to engage in technical intern training through the use of assault, intimidation, confinement, or any other means which unfairly restrict the mental or physical freedom of the technical intern trainee (Article 46)	Similar provision in the Labor Standards Act (Article 5)
Sentence of imprisonment with work of not more than 6 months or a fine of not more than 300,000 yen	② Act of stipulating penalties, etc. (Article 47, paragraph (1)) ③ Act of entering into a contract assuming control of the technical intern trainee's savings (Article 47, paragraph (2))	Similar provision in the Labor Standards Act (Article 15, Article 18, paragraph (1))
	④ Act of retaining the technical intern trainee's passport, etc. (Article 48, paragraph (1)) ⑤ Act of imposing unfair restrictions on the technical intern trainee's freedom in his or her personal life (Article 48, paragraph (2)) ⑥ Handling of disadvantageous treatment towards a technical intern trainee by reason of the technical intern trainee making a report to the competent ministers (Article 49, paragraph (2))	

- * With regard to ④, punishment imposed in cases of going against the will of the trainee.
- * With regard to ⑤, punishment imposed in cases of stating restrictions on going out outside of technical intern training hours having indicated dismissal or other disadvantages in terms of labor relations, etc.

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Sentence of imprisonment with work of not more than 6 months or a fine of not more than 300,000 yen	② Act of stipulating penalties, etc. (Article 47, paragraph (1)) ③ Act of entering into a contract assuming control of the technical intern trainee's savings (Article 47, paragraph (2))	Similar provision in the Labor Standards Act (Article 13, Article 18, paragraph (1))
	④ Act of retaining the technical intern trainee's passport, etc. (Article 48, paragraph (1)) ⑤ Act of imposing unfair restrictions on the technical intern trainee's freedom in his or her personal life (Article 48, paragraph (2)) ⑥ Handling of disadvantageous treatment towards a technical intern trainee by reason of the technical intern trainee making a report to the competent ministers (Article 49, paragraph (2))	

* With regard to ④, punishment imposed in cases of going against the will of the trainee.
* With regard to ⑤, punishment imposed in cases of stating restrictions on going out outside of technical intern training hours having indicated dismissal or other disadvantages in terms of labor relations, etc.

Comparison of the technical intern training program and specified skilled worker program



出入国在留管理庁
Immigration Services Agency of Japan

Technical intern training (supervising-organization type)		Specified skilled worker (i)
Applicable laws and regulations	The Action Proper Technical Intern Training and Protection of Technical Intern Trainees / The Immigration Control and Refugee Recognition Act	The Immigration Control and Refugee Recognition Act
Status of residence	Status of residence of "Technical Intern Training"	Status of residence of "Specified Skilled Worker"
Period of stay	Technical intern training (i): within 1 year, technical intern training (ii): within 2 years, technical intern training (iii): within 2 years (maximum of 5 years in total)	Total of 5 years
Skills level of the foreign national	No	Requires considerable knowledge or experience
Examination at time of entry into Japan	No (Only nursing care workers need to fulfill the N4 level Japanese language skills requirement at entry)	Skills level and Japanese language skills level tested through examinations (Employees who successfully complete technical intern training (ii) are exempt from having to take the examinations, etc.)
Sending organization	An organization that has received a recommendation or approval from a sending country government	No
Supervising organization	Yes (Non-profit business cooperatives, etc. which conduct audits of implementing organizations and other supervisory work. System of permission granted by the competent ministers)	No
Support organization	No	Yes (Individuals or groups are entrusted by the accepting organization to provide housing for specified skilled workers and other support. System of registration with the Immigration Services Agency)
Matching foreign nationals with the accepting organization	Implemented through the supervising organization and the sending organization	The accepting organization can conduct recruitment activities directly overseas or through a mediating organization, etc.
Limit on the number of foreign nationals in the accepting organization	There is a limit on the number according to the total number of full-time staff	There is no limit on the number of specified skilled workers (except in the field of nursing care, construction)
Activity content	Activities of attending lectures based on the technical intern training plan and of engaging in work pertaining to skills (i) Activities of engaging in work requiring skills etc. based on the technical intern training plan (ii) and (iii) (non-professional or technical field) In principle not possible. However, in unavoidable situations such as bankruptcy of the organization implementing the training, transfer is possible at the time of transition from (ii) to (iii)	Activities of engaging in work requiring a considerable degree of knowledge or experience (professional or technical field)
Transfer and change of job		It is possible to change jobs within the same business category or among business categories where commonality in the skills level has been confirmed through an examination.

Reference

if the supervising organization receives money not covered by the supervision fee from persons involved in the technical intern training, including the sending organization (e.g., cases where the supervising organization receives a kickback from the sending organization, etc.), such organization will be subject to revocation of the license of the supervising organization, and penal provisions will also apply.

* if a supervising organization receives money not covered by the supervision fee from persons involved in the technical intern training, including the sending organization, it will be in violation of the provisions of Article 28 of the Act on Technical Intern Training, subject to revocation of the license of the supervising organization, and moreover will be subject to imprisonment with work for not more than 6 months or a fine of not more than 300,000 yen in accordance with the provisions of Article 111 of the Act on Technical Intern Training.

Regarding cases where a contract has been entered into by the supervising organization and sending organization to the effect that the sending organization is required to pay a penalty, etc. to the supervising organization if a technical intern trainee has disappeared in Japan, this will be a violation of the ordinance of the competent ministries set forth under the Act on Technical Intern Training as explained below, and such cases will be subject to revocation of the technical intern training plan.

Article 10, paragraph (2), item (vi) (b) of the ordinance of the competent ministries provides that, "The applicant (implementing organization) or preparatory organization in a foreign country (in cases pertaining to supervising-organization-type technical intern training, the applicant, supervising organization, and therefore, such provision has been stipulated from the viewpoint of protecting the technical intern trainees, there is the risk of a penalty being collected from trainee, intermediating sending organization as a provision in cases of a technical intern trainee's disappearance.

With regard to this, even if it is not a direct contract with the technical intern trainee, etc. and the contract stipulating a penalty has been entered into by relevant parties such as the implementing organization and intermediating sending organization, there is the risk of a penalty being collected from trainee, and therefore, such provision has been stipulated from the viewpoint of protecting the technical intern trainees.

Specifically, cases falling under this provision includes a contract where the implementing organization specifies the payment of a penalty by the intermediating sending organization as a provision in cases of a technical intern trainee's disappearance.

* Regarding this provision, the same measures has been prescribed in item (vii) in the table of "Technical Intern Training (i)(b)" of the current Ordinance of Ministry of Justice No.16 of 1990.

MOC (Memorandum of Cooperation)

Purpose

The purpose of MOC is to transfer technical skills etc. from Japan to sending countries appropriately and smoothly by setting out the commitments between the Ministries of Japan and the Ministries of sending countries.

Main commitments

Japanese side

- To conduct business relating to the license and accreditation in accordance with the criteria described in the Technical Intern Training Act.
- To make the information about approved sending organizations and revocation of the approvals publicly available. To accept only those technical Intern trainees who are sent by approved sending organizations.
- To notify the result when the Ministries of Japan revoke the license of a supervising organization, and issue an order against supervising organization and implementing organization.

Sending Countries side

- To examine whether or not sending organizations meet Approving Standards as follows
 - To appropriately select only those who are motivated to engage in training with understanding of the objectives of the Technical Intern Training Program
 - To provide trainee who returned home country with necessary support such as finding occupations.
 - Not to collect deposit and conclude any contracts that impose monetary penalties.
 - Not to do human rights infringement against trainees
- To notify the result to the Ministries of Japan when the Ministry of sending country revokes the approval.
- To conduct investigation, to provide necessary guidance and to report the result to the Ministries of Japan, when the Ministry of sending country is informed about improper sending organization by the Ministry of Japan.

Both sides

- To hold periodical meetings about the Technical Intern Training Program

Countries that signed on

MOC

14 countries

(As of June 2019)

Viet-Nam (June 2017), Cambodia (July 2017), India (October 2017), Philippines (November 2017), Laos (December 2017), Mongolia (December 2017), Bangladesh (January 2018), Sri Lanka (February 2018), Myanmar (April 2018), Bhutan (October 2018), Uzbekistan (January 2019), Pakistan (February 2019), Thailand (March 2019), Indonesia (June 2019)

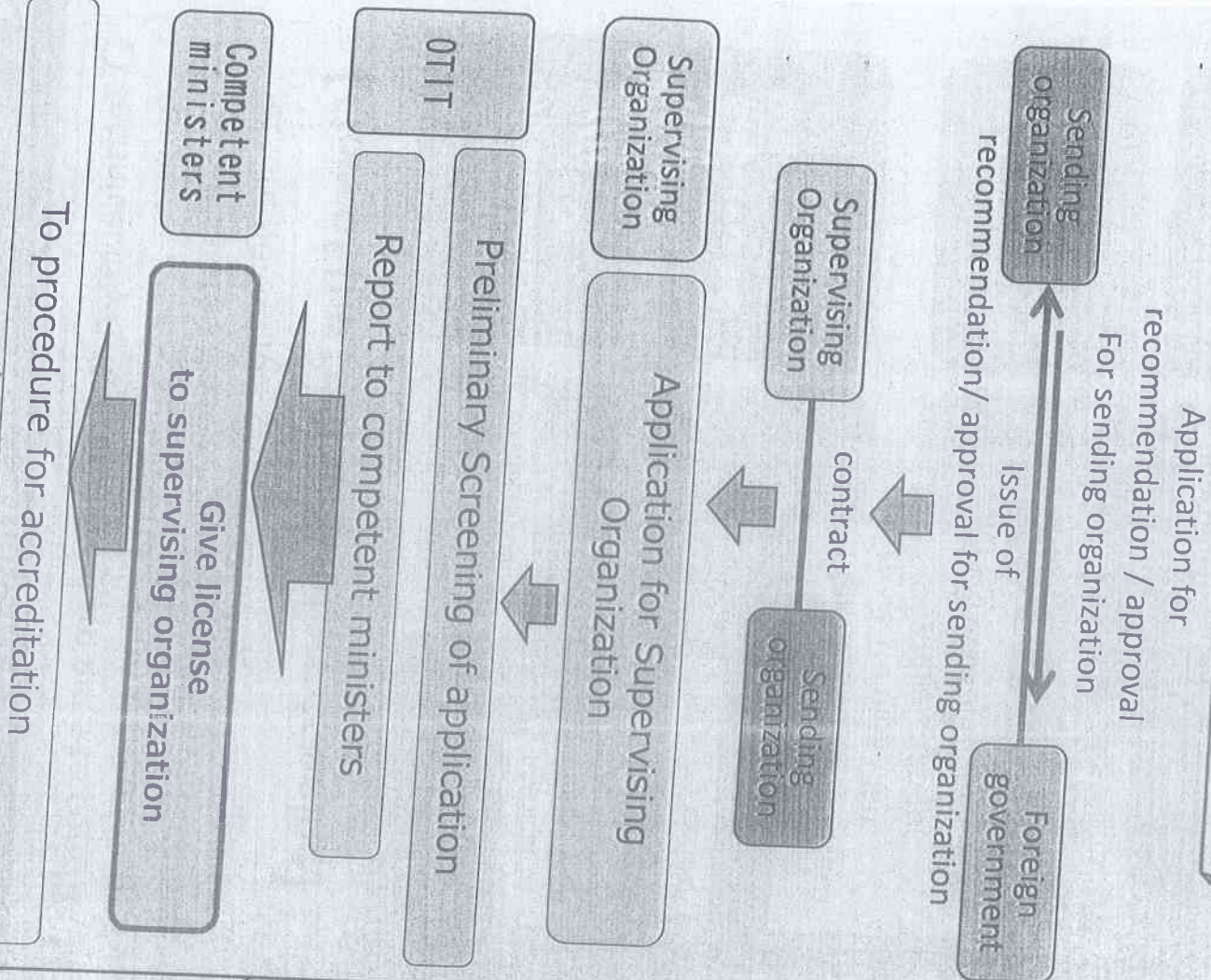
- ④ The period of implementing the training (within one year for technical intern training (i), and within two years for technical intern training (ii) and (iii))
- ⑤ The goals set for the technical intern training at the previous stage (the goal of technical intern training (i) for technical intern trainees (ii) and (iii))
- ⑥ Implementation of appropriate evaluation of the skills, etc. (to be evaluated through a trade skills test or a technical intern training evaluation examination, or other equivalent examination)
- ⑦ Establishment of an appropriate structure and equipment for the place of business, and appointment of managers (*)
 - Appointment of the following persons for each place of business
 - “Technical intern training manager” (person in charge for the implementation of the technical intern training)
 - the course, the criteria doesn't apply until March 31th, 2020)
 - “Technical intern training instructor” (person responsible for instruction for the technical intern trainees): a full-time officer or employee who is able to be in the position of with regard to the skills which the trainee is to acquire
 - “Living guidance instructor” (person responsible for everyday living guidance for the technical intern trainees): a full-time officer or employee who has at least 5 years' experience
 - The applicant has not committed an act of human rights violation or used a forged or altered document within the past 5 years
 - The place of business is equipped with the machinery, equipment and other facilities necessary for acquisition of the skills
- ⑧ The implementing organization is to undergo supervision from a supervising organization that has obtained license <in the case of supervising-organization-type technical intern training>
- ⑨ Ensuring appropriate treatment of the technical intern trainees, such as paying no less remuneration than a Japanese national would receive for the same kind of work (*)
 - The amount of remuneration is no less than a Japanese national would receive for the same kind of work (documents must be attached to prove this, and the applicant must be asked to give an explanation)
 - Appropriate accommodation facilities have been secured, and measures have been taken to enable the technical intern trainees to concentrate on their post-entry lectures.

An agreement has been reached with the technical intern trainee on an appropriate amount with regard to the expenses to be paid for regularly by the technical intern trainee regardless of whether they are food expenses, accommodation expenses or other expenses (a description of the items and amount of the costs must be given in the technical intern training plan, A document should be attached indicating that the technical intern trainee has understood and that the amount is appropriate).
- ⑩ Compliance with the requirements of excellence <Cases of technical intern training (iii) > (See Attachment 1)
- ⑪ Must not be in excess of the maximum number of technical interns to be accepted (*) <Revision of the fixed number of technical intern trainees permitted through the new program> (see Attachment 2)

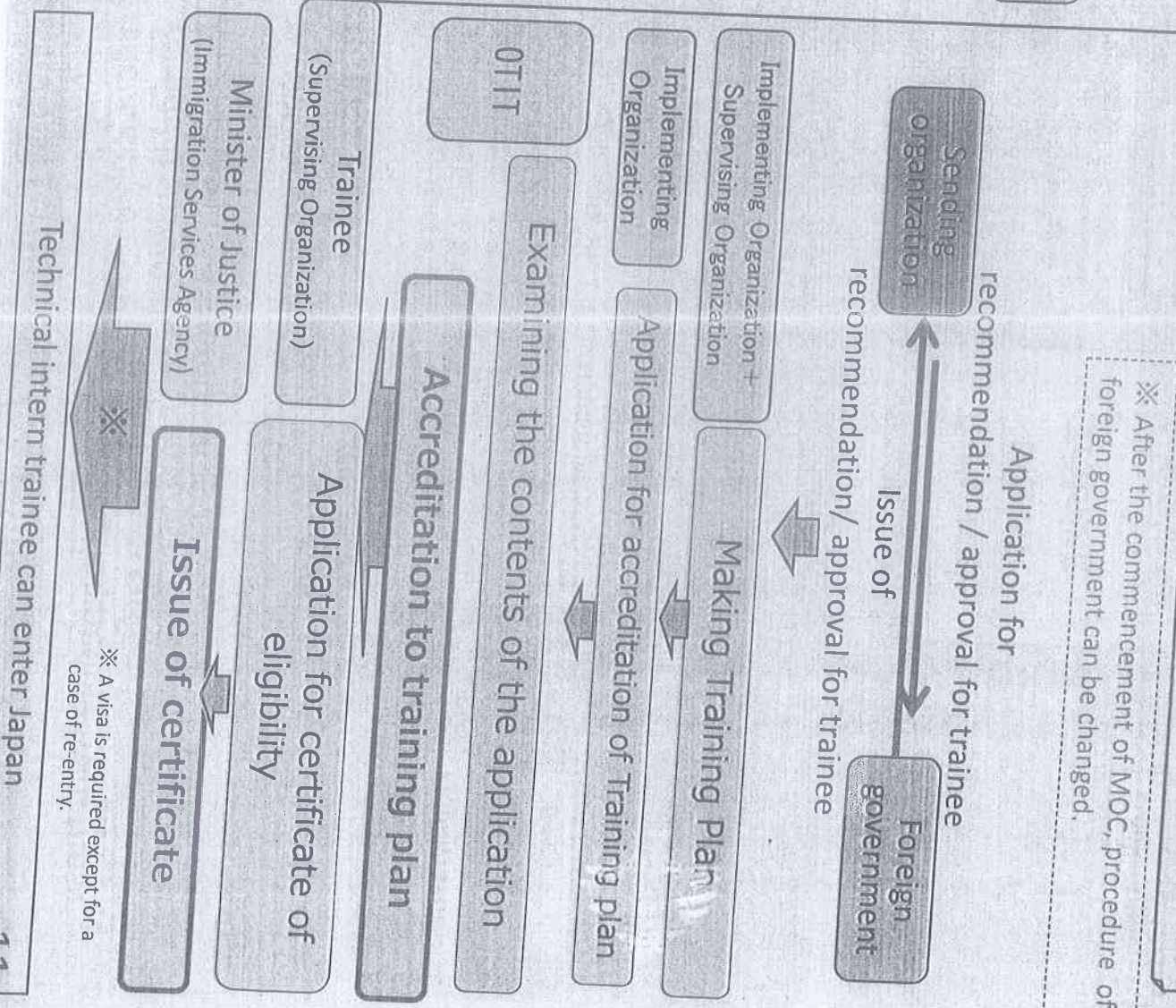
(*) With regard to ③ ⑦ ⑨ ⑪, in cases where the competent minister for the business pertaining to specific occupation has specified additional requirements through a public notice, the implementing organization or the supervising organization for the occupation is also required to meet the criteria of the additional requirements.

Procedures of application for License / Accreditation

License for Supervising Organization

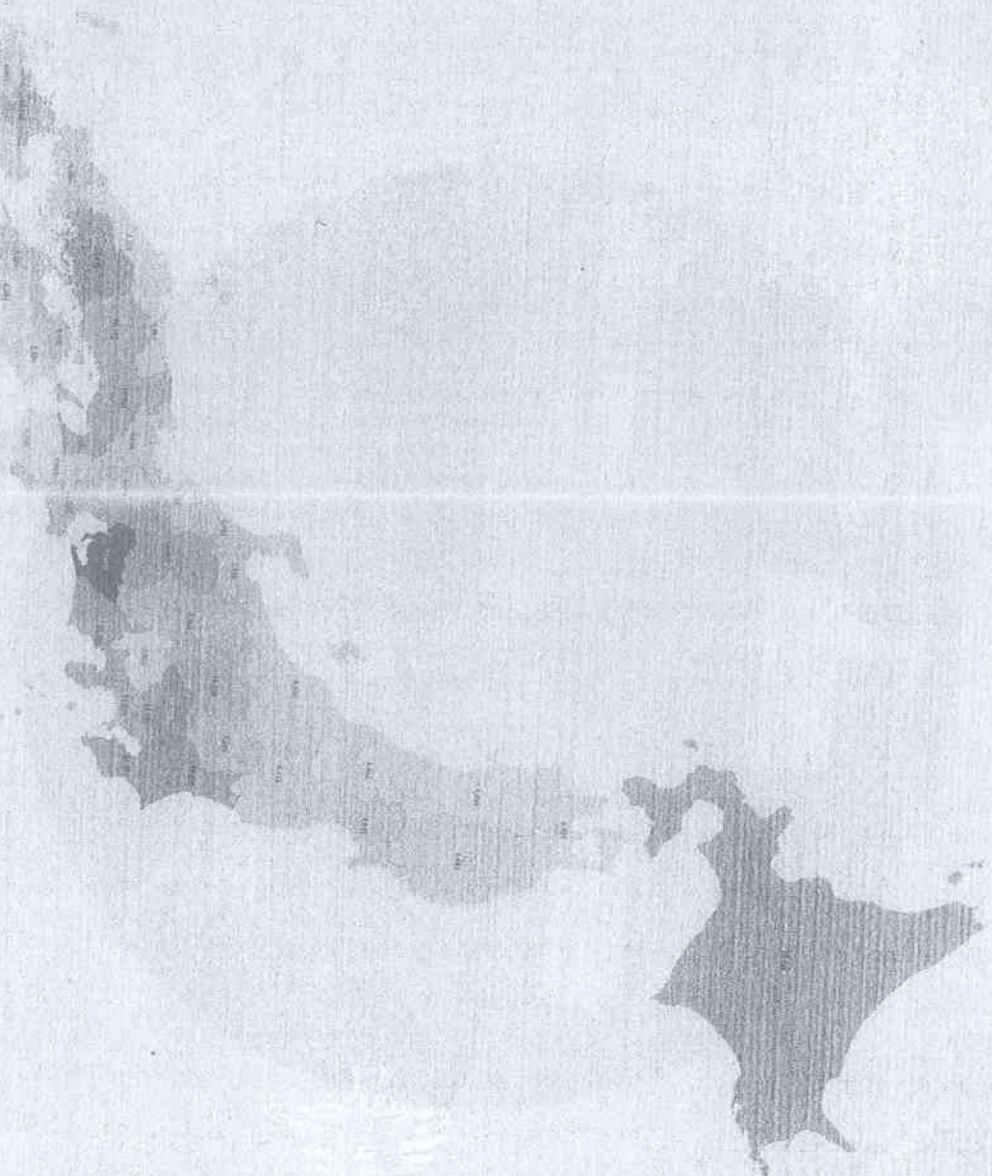


Accreditation for Technical Intern Training Plan



Number of Technical Intern Training Plans by prefecture

Prefecture	No.
Aichi	39,600
Saitama	18,383
Hiroshima	17,425
Ibaraki	17,065
Chiba	16,973
Osaka	16,618
Shizuoka	15,465
Gifu	15,338
Hokkaido	14,362
Fukuoka	13,168
Hyogo	12,952
Kanagawa	12,425
Tokyo	12,287
Mie	11,648
Gunma	11,189
Okayama	10,252
Nagano	8,368
Kumamoto	8,252
Tochigi	7,667
Toyama	7,129
Ehime	7,107



Number of Technical Intern Training by age, by gender

Figure 1-2 Number of technical intern training plans accredited (by age, by gender)

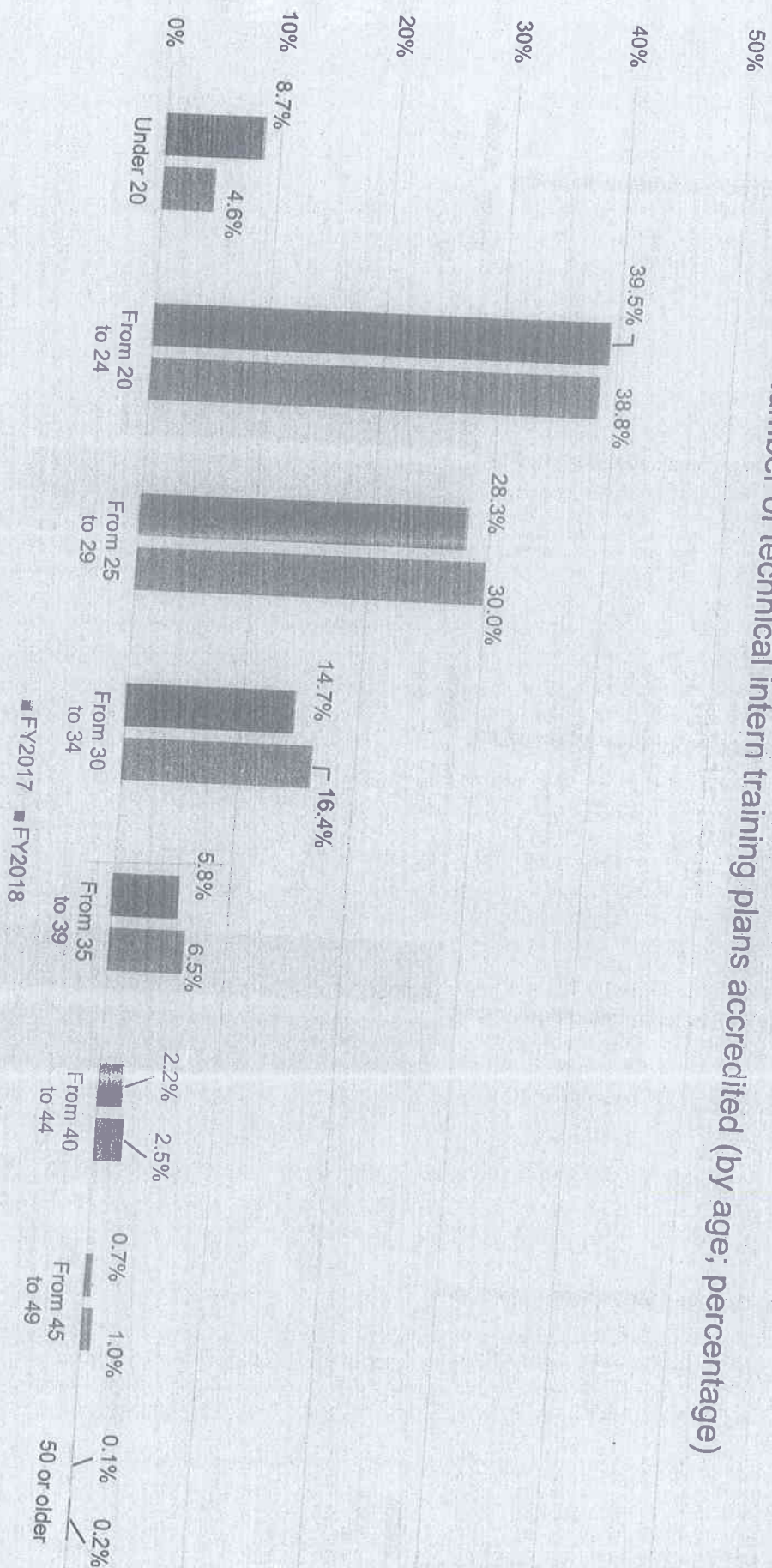


Figure 1-3 Number of technical intern training plans accredited in FY2018 (by gender, percentage)



Job categories Eligible When Interns Shift to Technical Intern Training (ii) (145 Operations in 81 Job categories)

1. Agriculture (6 operations in 2 job categories)

Job categories	Operations
Cultivation agriculture ●	Vegetable horticulture Upland field cropping/ Vegetable growing Fruit growing
Livestock agriculture ●	Hog raising Poultry farming (collecting chicken eggs) Dairy

Job categories	Operations
Can sealing for canned food ●	Can sealing for canned food
Poultry processing industry ●	Poultry processing
Marine Heated fishery processed foodstuff manufacturing work ●	Extract manufacturing Heated dried product manufacturing Flavored product manufacturing Smoked product manufacturing

Job categories	Operations
Metall press	Metall press operation
Iron work	Steel processing operation for structure
Electroplating	Machine sheet metal operation Electric plating work
Aluminum anodizing	Machine zinc plating work Anode oxidation treatment work
Finishing	Melting equipment finishing work Metal mold finishing work Machine assembling finishing work Machine inspection work Machine maintenance work Electronic equipment assembling work Electric equipment assembling work
Machine inspection	Machine maintenance work Electronic equipment assembling work Electric equipment assembling work
Machine maintenance	Machine maintenance work Electronic equipment assembling work Electric equipment assembling work
Electronic equipment assembling	Machine maintenance work Electronic equipment assembling work Electric equipment assembling work
Electric equipment assembling	Machine maintenance work Electronic equipment assembling work Electric equipment assembling work

2. Fishery (9 operations in 2 job categories)

Job categories	Operations
Fishing boat fisheries ●	Skimpack pole and line fishery Long-line fishery Squid jigging Purse seine fishery Trawl and seine net fishery Gill net fishery Set net fishery Crab and shrimp basket fishery Scallop and oyster farming

Job categories	Operations
Non-heated fishery processed foodstuff manufacturing work ●	Salmon product manufacturing Dried product manufacturing Fermented foodstuff manufacturing Boiled fish paste producing work Primal cut of beef and pork processing Production work of ham, sausage and bacon Bread baking work Ready-made meal manufacturing work ●
Agricultural pickles processing ●	Ready-made meal processing
Meat processing for Medical and welfare facilities ●	Meat processing for Medical and welfare facilities

Job categories	Operations
Print wiring board manufacturing	Print wiring board manufacturing

3. Construction (33 operations in 22 job categories)

Job categories	Operations
Well drilling	Percussion type well drilling operation Rotary type well drilling operation Duct sheet metal operation
Building sheet metal work	Interior and exterior sheet metal operation Freezing and air conditioning equipment installation
Freezing and air conditioning apparatus installing	Freezing and air conditioning equipment installation
Fixture making	Hand processing work of wooden fixture
Carpentry	Carpentry construction work Framing construction work Assembling reinforced rod bar work Scaffolding building work Stone processing work Work of putting out stones Tiling work
Frame working	Tile-roofing work Plasterers work Construction piping work Plant piping work Heat-retention and cool-retention construction work Plastic-material floor finishing construction work Carpeting floor finishing construction work Metal-made foundation construction work Board finishing construction work Curtain installation work
Reinforcing bar construction	Reinforcing bar construction work
Scaffolding	Scaffolding building work
Building stone construction	Stone processing work Work of putting out stones Tiling work
Tile roofing	Tile-roofing work
Plastering	Plasterers work
Plumbing	Construction piping work Plant piping work Heat-retention and cool-retention construction work Plastic-material floor finishing construction work Carpeting floor finishing construction work Metal-made foundation construction work Board finishing construction work Curtain installation work
Heat insulation	Heat-retention and cool-retention construction work Plastic-material floor finishing construction work Carpeting floor finishing construction work Metal-made foundation construction work Board finishing construction work Curtain installation work
Interior finishing	Heat-retention and cool-retention construction work Plastic-material floor finishing construction work Carpeting floor finishing construction work Metal-made foundation construction work Board finishing construction work Curtain installation work
Seat setting	Building seat installation work
Waterproofing	Sealing water-proof construction work
Concrete pressure feeding	Concrete pressure transfer construction work
Well point construction	Well-point construction work
Paper hanging	Painting work Drying work Loading work Excavating work Road rolling work
Application of construction equipment ●	Excavating work Road rolling work
Furnace installation, Furnace installation work	Furnace installation, Furnace installation work

Job categories	Operations
Spinning operation ●	Pre-spinning work Spinning process Winding process Twisting and doubling work Sizing and warping work Weaving process Weaving work Inspection work Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Waving operation ●	Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Dyeing	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Knit goods manufacturing	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Warp knitted fabric manufacturing ●	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Underwear manufacturing ●	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Bedclothes making	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Carpet manufacturing ●	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Canvas product making	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Cloth sewing	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
Seat product sewing ●	Thread permeation dyeing work Fabric and knit dyeing Socks producing work Round knitting producing work Warp knitting producing work Sewing work of ready-made clothes for ladies and children Underwear manufacturing ● Bedclothes making Carpet manufacturing ●
6. Machinery and Metals (29 operations in 13 job categories)	Car seat product sewing work
Job categories	Operations
Casting	Casting iron and article operation Casting nonferrous metal and article operation
Forging	Hammer type forging operation Press type forging operation Hot chamber die-cast work Cold chamber die-cast work
Die casting	Hammer type forging operation Press type forging operation Hot chamber die-cast work Cold chamber die-cast work
Machining	Engine lathe operation Milling machine operation Numerical Control Lathe Operation Machining Center Operation

Job categories	Operations
Automobile repair and maintenance ●	Automobile repair and maintenance work
Building cleaning management	Building cleaning management work
Care worker	Care worker
Lines supply ●	Lines supply
Precast concrete manufacturing ●	Precast concrete manufacturing work
Industrial manufacturing of pottery ●	Industrial manufacturing of pottery work
Industrial packaging	Industrial packaging
Carton box and corrugated card board box making	Carton box and corrugated card board box making
Welding ●	Welding
Reinforced plastic molding	Reinforced plastic molding
Painting	Painting
7. Others (27 operations in 15 job categories)	Painting
Job categories	Operations
Furniture making	Hand processing on furniture making Of-set printing work Binding work Compressing forming work Injection forming work Blow forming work Hard-leaded layer forming work Construction painting work Metal painting work Metal bridge painting work Spray painting work Manual welding Semi-automatic welding Industrial wrapping work Printing box punching work Printing box producing work Paste box producing work Cardboard producing work Roller jigger forming work Pressure casting work Pad printing work
Automobile repair and maintenance ●	Automobile repair and maintenance work
Building cleaning management	Building cleaning management work
Care worker	Care worker
Lines supply ●	Lines supply
Precast concrete manufacturing ●	Precast concrete manufacturing work
Industrial manufacturing of pottery ●	Industrial manufacturing of pottery work
Industrial packaging	Industrial packaging
Carton box and corrugated card board box making	Carton box and corrugated card board box making
Welding ●	Welding
Reinforced plastic molding	Reinforced plastic molding
Painting	Painting
8. Job categories and Operations in the notice specified by the competent ministers (3 operations in 1 job category)	Painting
Job categories	Operations
Airport ground handling ●	Airport ground support work Cargo handling work Cabin cleaning work

Structure of Technical Intern Training Program

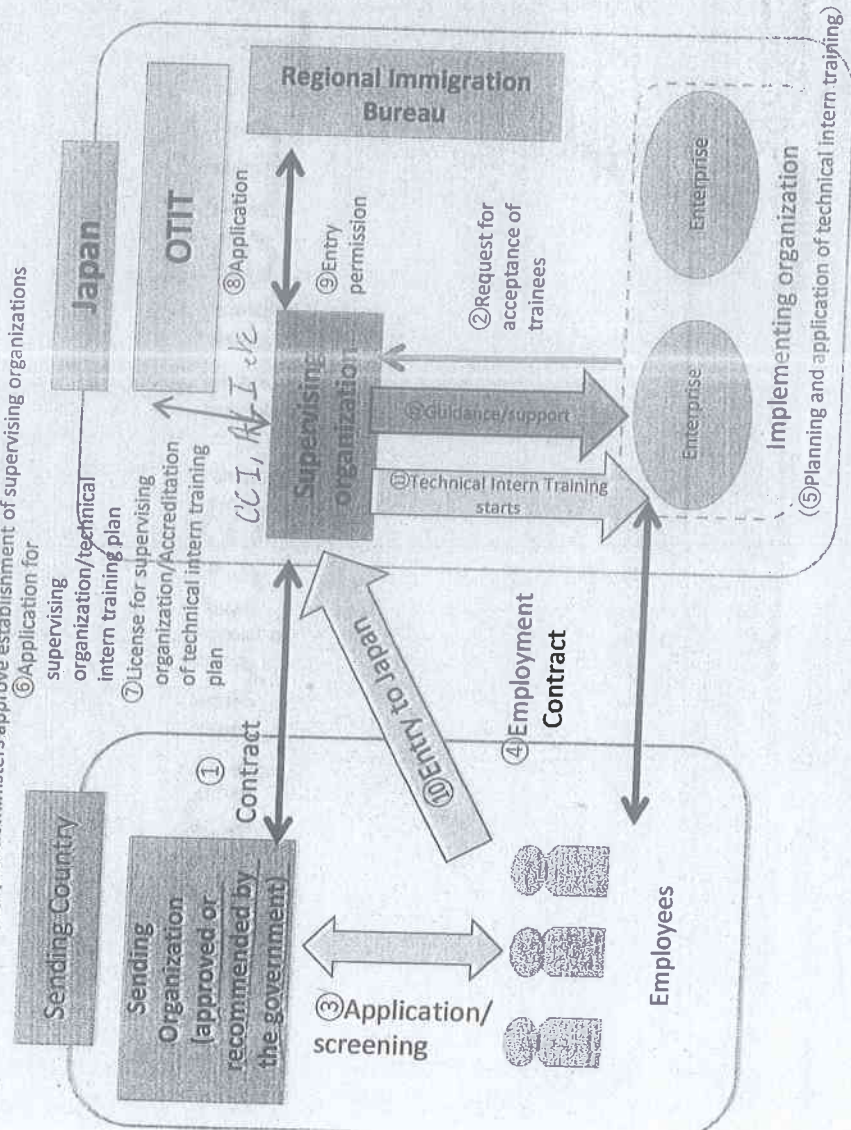
- Technical Intern Training Program aims to contribute to international cooperation by accepting people from developing countries for a certain period of time (maximum 5 years) in Japan and transferring skills through OJT.
- Labour-related regulations are applied to Technical Intern Trainees under employment relationship except lecture period just after the entry.

Type of Technical Intern Training Program

【Supervising Organization Type】

Non-profit supervising organizations (business cooperative, chambers of commerce, etc.) accept Technical Intern Trainees and the training is conducted at each implementing organization.

※ After preliminary screening of application by OTIT, competent ministers approve establishment of supervising organizations
 ⑥ Application for supervising organization/technical intern training plan



【Individual Enterprise Type】

Japanese companies (Implementing Organization) accept staff of their overseas office, joint-venture or transaction enterprise, and conduct training

