



INDIA TO JAPAN

A GUIDELINES FOR INDIANS WHO WISH TO COME TO JAPAN IN THE PERSPECTIVE OF MITIGATING RECRUITMENT AND VISA FRAUDS

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1.0 INTRODUCTION

1.1 Nihon Kairali and its Role

Nihon Kairali is a Non Profit Organization based in Japan which has been acting as a platform for Keralites in Japan for the last 34 Years. Nihon Kairali is not involved in any kind of recruitment and profit making business. The role of Nihon Kairali here is acting as an information provider for the benefit of job seekers.

1.2 Purpose

Purpose of this guideline is giving proper information relating to recruitment, visa and jobs so that job seekers in India can minimize the risks of falling to fraud offers and can enlighten themselves with the right information

1.3 Background

There are reports of misrepresentation of work opportunities by both Japanese companies and overseas businesses with branches in Japan. Some travelers to Japan have reported both physical and sexual assault, lack of pay and contract violations in addition to intimidation tactics related to their employment situation.

This guideline is created for job seekers who are planning to come to Japan from overseas.

1.4 Disclaimer

Nihon Kairalis intention is to assist decision making for job seekers and has no responsibilities in recruitment, visa and further procedures for relocating to Japan

2.0 INSIGHTS OF LIVING AND WORKING IN JAPAN

2.1 Japan

Japan is an island country with 47 prefectures and Japanese as the language being used for the majority of works and living. The main industries include motor vehicles, machine tools, steel and nonferrous metals, ships, chemical substances, textiles, Information Technology and processed foods etc. Recently Japan has opened for some blue collar jobs too .

2.2 Japan for living

There are about 40000 Indians living in Japan and with major clusters in Edogawa Ku, Koto-Ku, Kawasaki Shi, Tokaichiba, Yokohama etc in the Tokyo area and there are similar clusters in Nagoya, Osaka, Kobe, Gunma, Saitama, Fukuoka etc. Most of the Tokyo clusters are having Indian/international schools , Indian groceries and local communities. If it is blue collar jobs the locations might be in remote places where international facilities are less and you may have to adapt to the local Japanese style of living.

2.3 Cost of Living

Below table gives a brief idea of the expenses in Japan. Please note this expense is prepared for understanding purpose only and assumed for one person in a shared accommodation. This cost is for reference and it very cost sensitive as per your style of living in Japan

No	Item	Monthly cost (JPY)
1	Apartment for your stay	40,000
2	Electricity, gas, and water	5,000
3	Mobile phone charges	3,000
4	Transportation from house to workplace	10,000
5	Food expenses – assume you cook at home	50,000
6	Other expenses	10,000
	Total	118,000

In case you like to need a detailed understanding of cost, please refer below articles

Refer Living expense calculator

<http://www.nihonindians.com/post/2014/07/01/cost-of-living-in-japan-tokyo-and-other-major-cities>

<https://resources.realestate.co.jp/living/how-much-can-a-single-working-person-in-tokyo-save-a-month/>

2.4 Salary in Japan

Salary depends on the type of work and industry you are into. Blue collar jobs have comparatively less salaries but it is difficult to generalize. Please refer to the below link for a rough ideas of salaries

<https://resources.realestate.co.jp/living/average-salary-japan-occupation-age/>

In Japan, minimum wage depends on the industry and the region. Industrial minimum wages apply for certain industries and usually set higher than the regional minimum. If regional and industrial minimum wages differ, higher of two will apply.

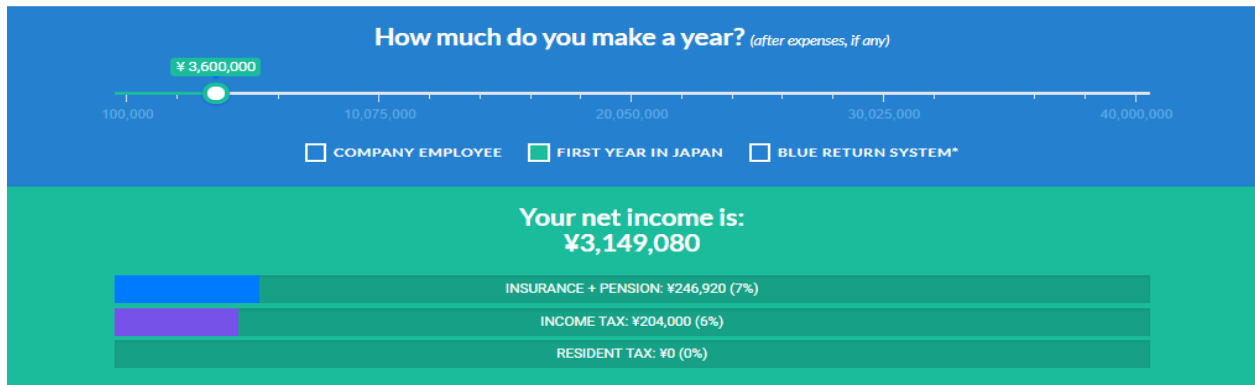
As of 2011, regional minimum wages range from ¥645 to ¥837 per hour for all workers. As of March 2019, the minimum wage is ¥874 per hour.

The cost of commuting, extra pay (such as working on holidays, at night, overtime, etc.) and temporary pays (bonus, tips, etc.) must be paid exclusively and cannot be used to calculate towards the minimum wage. Regional minimum hourly wages are set by the Minister of Labour or the Chief of the Prefectural Labour Standards Office. Recommendations are made by the Minimum Wage.

2.5 Health Insurance , Pensions and Taxes

Both health insurance and pension is mandatory in Japan. Health insurance can be either the National Health Insurance or company specific health insurance. There will be deductions from your salary like the Income tax, Health Insurance/pension, resident tax

Below is a sample calculation based on 300,000 JPY salary per month (3,600,000 JPY per year salary).Resident Tax is not included in calculation but it will also come around 6 percent depending on the place you live from second year



* The Blue Return System is a special advantageous system commonly used by freelancers in Japan. For more information, [check this](#).

Calculation details

Taxable Income	Salary	¥3,600,000
	Insurance / Pension	- ¥246,920
Insurance / Pension	Income Tax	- ¥204,000
	Resident Tax	- ¥0
Income Tax	Net Income	¥3,149,080
Resident Tax		
Net Income		

You can use this site for tax calculation simulation <https://japantaxcalculator.com/> Please use the data only for reference to understand

3.0 VISA OPTIONS IN JAPAN

3.1 Types of Visa for foreigners

The following are working visa types and most of the job opportunities from India is coming under Engineer, Intra company transfer, skilled labor and specified skilled workers. Recently very few nursing care visas are also getting issued

- Professor (Examples: university professor, assistant professor, assistant, etc.)
- Artist (Examples: composers, songwriters, artists, sculptors, craftspeople, photographers, etc.)
- Religious activities (Examples: religious people such as monks, bishops, missionaries, etc.)
- Journalist (Examples: newspaper journalists, magazine journalists, editors, news cameramen, announcers, etc.)
- Business manager (Examples: company presidents, directors, etc.)
- Legal/Accounting services (Examples: attorneys, judicial scriveners, public accountants, tax accountants, etc. certified in Japan)
- Medical services (Examples: physicians, dentists, pharmacists, nurses, etc. certified in Japan)
- Researcher (Examples: researchers, investigators, etc. at research institutes, etc.)
- Instructor (Examples: teachers, etc. at elementary schools, intermediate schools and high schools)
- Engineer/Specialist in humanities/International services (Examples: scientific engineers, IT engineers, foreign language teachers, interpreters, copywriters, designers, etc.)
- Intra-company transferee (Examples: people transferred to the Japanese branch (head office of the same company, etc.)
- Nursing care (Example: certified care worker)
- Entertainer (Examples: musicians, actors, singers, dancers, sportspeople, models, etc.)
- Skilled labor (Examples: chefs specializing in the food of a foreign country, animal trainers, pilots, sports trainers, sommeliers, etc.)

- Specified skilled worker (Work-ready foreign nationals who possess certain expertise and skills in certain industrial fields.)
- Technical intern training (Examples: Technical intern)

General visa types include student, designated activities, dependent etc. but legally they cannot work or work only part time for limited hours

There are cases of frauds where job seekers offer student visa especially Japanese language, assuring part time jobs and permanent jobs.

3.2 Get the correct Visa

You must have your visa sorted out ahead of time and have a signed work contract, which will make Japanese officials more likely to help you if you encounter trouble with an employer, before you start working in Japan.

It is illegal to work in Japan without a work visa.

*Important - Visitors to Japan on a 3-month **tourist visa, visitor visa, are not** allowed to work in Japan. Agencies may say you can go to Japan on a tourist visa or visitor visa and later you can change the visa to work visa. This is false information and never agree to this.*

People hoping to find employment in Japan must have a working visa before they arrive in the country. Applying for one will require the cooperation of the company, university, research institute, board of education or school that will employ them.

Please refer here https://www.mofa.go.jp/j_info/visit/visa/long/index.html for the list of working visa available in Japan

3.3 New Visa type of Specified Skilled Worker

A New visa type called “Specified Skilled Worker” has been introduced for people who are planning to work for jobs in following categories .Please note that for the time being only less than 2000 people came to Japan in

this category and in take from India is still under planning. For this visa type specific field Tests need to be taken from the respective countries

Specified Skilled Worker (i)

This is a status of residence applicable to foreigners who work in jobs that require considerable knowledge of or experience in Specified Industry Fields

Period of Stay	Renewed annually, every 6 months or every 4 months, for a maximum stay up to 5 years in total
Skill Standards	Confirmed by exams <small>(those who have completed Technical Intern Training (ii) are exempt from the exam)</small>
Japanese Language Level	Proficiency in Japanese language used in daily life and at the workplace confirmed by tests to measure it <small>(those who have completed the Technical Intern Training (ii) are exempt from the tests)</small>
Accompaniment by Family Members	Basically not permitted.















Support by Accepting Organizations or Registered Supporting Organizations

* Specified Skilled Worker (ii) is a status of residence for foreigners engaged in jobs that require proficient skills **in Specified Industry Fields**.

The New Status of Residence is aimed at addressing the serious labor shortage in Japan by accepting experienced foreign human resources with specific expertise and skills. This special visa was introduced in April 2019.

This new visa has created a lot of job opportunities in countries like India, China, Philippines etc.

The 14 Industry Fields and Job Categories to Engage in

Specified Industry Fields	Competent Ministry or Agency of the Industry Fields	Jobs to Engage in
 Care Worker	Ministry of Health, Labour and Welfare	• Nursing care
 Building cleaning Management		• Interior building cleaning
 Machine Parts & Tooling Industries	Ministry of Economy, Trade and Industry	• Casting • Metal press • Finishing • Welding • Forging • Factory sheet metal work • Machine inspection • Die casting • Electroplating • Painting • Machine maintenance • Machining • Aluminium anodizing
 Industrial machinery industry		• Casting • Painting • Finishing • Electrical equipment assembling • Welding • Forging • Iron work • Machine inspection • Printed writing board manufacturing • Industrial packaging • Die casting • Factory sheet metal work • Machine maintenance • Plastic molding • Machining • Plating • Electronic equipment assembling • Metal press
 Electric, Electronics and Information Industries		• Machining • Finishing • Printed writing board manufacturing • Industrial packaging • Metal press • Machine maintenance • Plastic molding • Factory sheet metal work • Electronic equipment assembling • Painting • Plating • Electrical equipment assembling • Welding
 Construction Industry	Ministry of Land, Infrastructure, Transport and Tourism	• Formwork construction • Earthwork • Interior finishing/material mounting • Plastering • Roofing • Concrete pumping • Telecommunications • Tunnel and Propulsion • Reinforcement construction • Construction machinery and construction • Reinforcing bar joints
 Shipbuilding and Ship Machinery Industry		• Welding • Finishing • Painting • Machining • Iron work • Electrical equipment assembling
 Automobile repair and maintenance		• Automobile everyday inspection and maintenance, Regular inspection and maintenance, Disassembly
 Aviation Industry		• Airport ground handling • Aircraft maintenance
 Accommodation Industry		• Providing accommodation services such as working at the front desk, planning/public relations, hospitality, restaurant services
 Agriculture	Ministry of Agriculture, Forestry and Fisheries	• General crop farming • General livestock farming
 Fishery & Aquaculture		• Fishery • Aquaculture industry
 Manufacture of food and beverages		• General food and beverage manufacturing
 Food service industry		• General restaurant industry

Detailed information here <https://www.mofa.go.jp/files/000459527.pdf>

3.4 Technical Intern Training Program

The program promotes international collaboration through the transfer of skills, technology, and knowledge among India and Japan, thereby contributing towards human resource development. It offers training to the workers for a specific period (3 – 5 years) in Japan's industrial society.

The objective is to ensure that the most competent youth is selected and sent to Japan to participate in TITP.

Ministry of Skill Development & Entrepreneurship (MSDE), Government of India and the Ministry of Justice, Ministry of Foreign Affairs and Ministry of Health, Labour and Welfare of Japan signed a Memorandum of Cooperation initiating the Technical Intern Training Program (TITP) in India in October 2017. The following are list companies qualified for sending people from India to Japan.

<https://nsdcindia.org/about-titp#sending-org>

4.0 VERIFICATION

This section explains which and all verifications to be done by a candidate who wishes to come and how it can be done .

4.1 Work contract verification

When an agent in your country offers you a job, you should ask for an employment contract with the company in Japan. You should receive the contract and it should be signed by both the employee and the company in Japan before coming to Japan.

Read the terms and conditions and make sure you understand it properly. Some work contracts may have fine print that you'll want to read to avoid potentially negative situations. Some contracts include early-termination clauses saying the employee denied access to a return plane ticket or pay.

Legitimate contracts will include standard requirements under Japanese labor law.

Never travel to Japan without a signed employment contract

4.2 Research about the company (employer) in Japan

Heavily research your employer in Japan.

Most of the registered companies can be searched here <http://www.info-clipper.com/en/company/search/japan.jp.html> (limited information available for free)

Also check the company website and the telephone number displayed or even write an email to them to cross check about the opening.

If they ask you to make payment or share details of your bank or any non-work-related info of any sorts, it is something fishy. Please do check twice before sending details.

Try to contact someone living in Japan through Facebook and ask about the company you are applying for.

4.3 Research about the recruitment agency in your country

Do a research about the agency in your country and make sure they are a legitimate and registered organization who can recruit staff for overseas job

For India you can find the registered list of recruitment agencies at below link at the Ministry of external affairs website.

<https://emigrate.gov.in/ext/raList.action> (click and download the report and search for the recruiter name) This report is updated from time to time. So, download the latest report and refer.

The Emigration Act, 1983 (Section 10) requires that those who wish to recruit Indian citizens for employment abroad shall register themselves with the registering authority i.e., the Protector General of Emigrants (PGE).

4.4 Try to find as much as information before coming to Japan

As mentioned above research about the company, recruiter, about the job, working conditions, working hours from your country itself to avoid issues later.

<https://www.otit.go.jp/files/user/200330-2.pdf>

4.5 Questions to ask the recruitment agency in your country

1. How much is the annual Salary?
2. Will I get any allowance for accommodation, food, utilities (electricity, gas, water, mobile phone, internet)
3. What visa will I get?
4. Will I get the visa before travelling from my country to Japan?
5. Will the company provide an employment contract?
6. How long is the contract duration?
7. How many days paid vacation do I get in a year?

8. How many days sick leave I get in a year?
9. Will the company pay air fare for travelling from my country to Japan?
10. Which is my work location?
11. Can you share the detailed address, website, email of the company I will be working with?
12. Can you give me detailed information about my job and responsibilities?
13. What are my working hours?
14. Will there be any shift hours?

5.0 CASE STUDIES

This section explains on some case studies

Case 1 : Successfully relocated case of Mr.X

He paid some money for a job in Japan which includes some training for some period for Japanese language study. He cleared Japanese language Test N4 from India and his authorized agent placed him to a company in Japan. At first he was placed as a contract employee and later he joined as a full time employee of that company

Case 2 : Trapped and money lost case of Mr.Y

He paid a huge sum of money to one agent for getting a job in Japan. They sent him to Tokyo with 7 days tourist Visa by stating that he can convert his Visa to Japanese working visa after reaching Japan.

After reaching here, he failed to clear Japan immigration process and they deported him back to India. He lost his money and trying to get it back

On that night his family got panic because they couldn't contact him as Japanese immigration didn't allow him to use mobile. It is understood that many came in this way and they declared as refugees and most of them don't have job here and some of them are requesting their families to send money to Japan to survive here. Already reached people are not willing to go back to India as they already have huge liabilities there .

Case 3 : Agents cheated but surviving in Japan case of Mr.Z

He paid a huge sum of money for a job in Japan after borrowing from many friends and taking a loan from a bank. After reaching here he suffered a lot and things were not happening as promised by the agent in India. He was asked to pay more saying it is for accommodation, job entering charges etc. which he again asked from India. He was asked to apply for refugee status in Japan which is very difficult to get. He somehow escaped from this agent and some Japanese helped him to apply for limited period work permission. He is working for a blue collar job though his education is good. He cannot go back to India as then he will not be able to come here for work again. He is somehow getting short period work permits and making

earnings to repay the debts. He will go back once his financial liability is over and still expecting he can work in a good company with decent pay and visa support.

6.0 FREQUENTLY ASKED QUESTIONS

This section covers Frequently asked questions and their answers.

Q. Is an applicant for “Specified Skilled Worker” required to have an educational background in his or her country? Does the applicant need to have graduated from primary or junior high school?

A: There are no particular requirements in regard to applicants’ educational backgrounds. However, there is a minimum age requirement for specified skilled workers – they must be over 18 years of age.

Q: Is there a need to pay a guarantee deposit to a broker or other party to go to Japan with a status of residence “Specified Skilled Worker”?

A: Specified skilled workers and their family members are prohibited from paying a guarantee deposit to work under the status of residence “Specified Skilled Worker”. Meanwhile, brokers and other parties are also prohibited from stipulating monetary penalties in contracts with specified skilled workers and their family members. Please never agree to a contract that stipulates the payment of guarantee deposits or monetary penalties.

Q. Can I work in Japan if I am having a tourist visa or visit visa?

A: It is illegal to work without a valid work visa. So, tourist visa and visit visa will not allow you to work in Japan

Q. Do I get an employment contract before coming to Japan?

A: Yes, it is highly recommended to have the employment contract with the company in Japan with all the terms and conditions. We recommend you never travel to Japan without a signed employment contract.

Contracts in Japan are drawn up according to the Japanese Labor Standards Law. They confirm all the details specific to employment: salary, overtime, holidays – also any notice requirements. Since Japanese workers rely heavily on public transportation (especially in major cities like Tokyo), contracts often include an allowance for public transportation costs.

Q. What level of Japanese is needed to work in Japan under the Specified skilled worker visa

A. From April 1, 2019, there are more employment opportunities for foreigners who have N4 or higher Japanese language ability. Under the “Specified Skilled” visa, with a Japanese language ability of N4 level or higher, the applicant will be able to take on various jobs in 14 industries.

The N4 level is a level where one can understand basic Japanese language. It is okay if a person can read and understand sentences written in basic words and kanji. With this level you can largely understand the contents, if you speak in basic words in day to day life. A new Japanese language proficiency test will also be conducted at this level. If you study for 300 hours at a Japanese language school, you will be able to reach this level. If you came to Japan as a foreign student and you are currently studying in Japan, it is a level that almost everyone can reach; hence it has opened up a great path to employment after graduation.

Q. Can I bring my family to Japan under my visa status

Ans. Most of the working visa status allow dependents and if you have highly skilled visa type you can bring your parents too till your smallest kid is 7 Years old

7.0 REFERENCES AND CONTACT INFORMATION

7.1 Contacting Authorities

Ministry of Foreign Affairs Japan

https://www.mofa.go.jp/j_info/visit/visa/index.html

Technical Internship Training Program India

<https://nsdcindia.org/about-titp>

Ministry of Justice

<http://www.moj.go.jp/EN/index.html>

Tokyo Employment Service Center

https://jsite.mhlw.go.jp/tokyo-foreigner/english/spec_1/about/info_1.html

7.2 Contacting Nihon Kairali

As we explained in section 1 our role is limited to providing general guidelines and basic information. Job seekers may contact individual nihon kairali members through social media or your friends etc.

If you have some questions about this guideline and the content you may contact overall.committee@nihonkairali.com. Please refrain from sending individual verification cases and job support request to this email address