

Introduction of Acceptance Cases of Foreign Human Resources with Specified Skills in the Manufacturing Industry

Part 1 Machine Parts and Tooling Industries Field

Mar. 2021





Machine Parts and Tooling Industries

- 1. Mino Industry Co., Ltd. (Acceptance from Thailand)**
- 2. Meiwa Industry Co., Ltd. (Acceptance from Indonesia)**
- 3. Mohka Manufacturing Co., Ltd. (Acceptance from Vietnam)**



***Machine Parts and
Tooling Industries***



***Industrial Machinery
Industry***



***Electric, Electronics
and Information
Industries***

Mino Industry Co., Ltd.

- Location: Chubu area
- Number of employees: 700

Field:
Machine Parts and Tooling Industries

Acceptance of Foreign Nationals as of March 2020: Currently accepting 35 Thai nationals with Specified Skilled (i) status. There are 13 other foreign employees (nationality: Thailand, China, Vietnam, etc.) and 118 Technical Interns (nationality: Thailand).



Work of Foreign Human Resources with Specified Skills: Foreign Human Resources with Specified Skills are mainly engaged in casting work and also processing inspection.

Business description

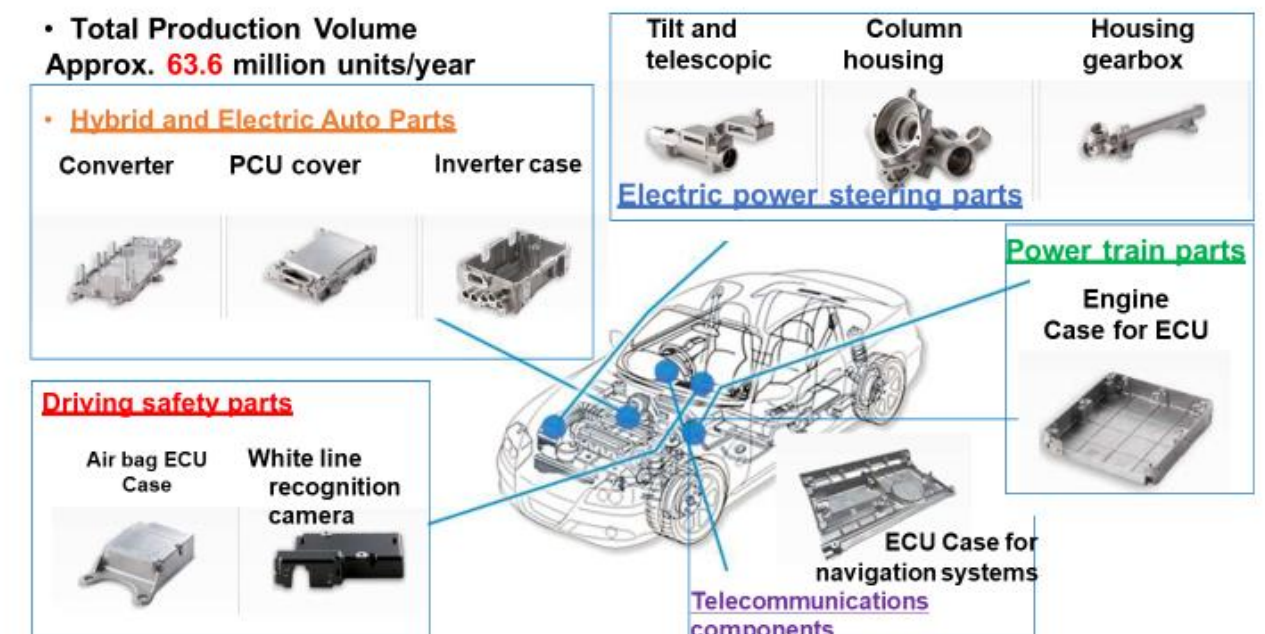
Mainly manufactures automotive parts by die-casting (aluminum) method (90% automotive parts, home appliances, general industry, etc.)

Major Products

Hybrid and electric vehicle parts (converters, PCU covers, inverter cases), driving safety parts (air bag ECU cases, white line recognition cameras, etc.)

MINO Product Introduction

品質確保 創意工夫 人の和



Purpose and reason for accepting Foreign Human Resources with Specified Skills

- The company is in need of manpower to expand its operations, but it is unable to hire Japanese skilled workers and temporary staff cannot work for long. As such, it would like to utilize foreign human resources with specified skills.
- Mino expects that they will work at their overseas bases after the expiration of their Specified Skilled Worker status of residence.



Hiring method for Foreign Human Resources with Specified Skills

- The company hired Foreign Human Resources with Specified Skills who completed Technical Intern Training (ii) at the company (change of status and re-entry of those who return to Japan after returning to their home countries).
- In addition, the company hires foreign nationals who (1) have studied abroad at Japanese universities and (2) are former Technical Interns married to Japanese nationals, etc., as regular employees, and has them work together with Foreign Human Resources with Specified Skills so that they can build good relationships among foreign personnel.
- The head of the Human Resources Division conducts interviews in person in cooperation with dispatching organizations and registered support organizations even before acceptance.

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



In order to change the image of the so-called 3Ks (“kitsui” (hard), “kitanai” (dirty), and “kiken” (dangerous)), the company designed a work environment based on the concept of a safe and secure factory. In the new factory, an inner lining has been put up to facilitate air flow and improve ventilation.

ปฏิบัติเพื่อความปลอดภัยในการทำงาน เกี่ยวกับการสวมหมวกปฏิบัติ 2015.05.27 (ปรับปรุง)
เกณฑ์มาตรฐาน อ้างอิงมาจากกฎหมายแรงงาน ที่ประชุมความปลอดภัยในก

วัตถุประสงค์ด้านความปลอดภัย อ้างอิงจากกฎข้อที่ 109 (การป้องกันอันตรายจากเครื่องจักรที่มีพลัง)
 1. ผู้ประกอบการจะต้องจัดหาหมวกกันกระแทก มวนผ้า ชุดคลุม เสื้อแขน เป็นต้น กรณีที่มีเครื่องจักรที่มีพลังขับเคลื่อน เครื่องที่อาจก่อให้เกิดอันตราย ต่อพนักงาน
 ในบริเวณดังกล่าวจะต้องติดตั้งไว้ที่บริเวณที่พนักงานปฏิบัติงาน
 (รายละเอียดของกฎข้อนี้) 1. “ที่กันอันตราย” คำว่า “อันตราย” ในที่นี้หมายถึงไปถึง ระบบการติดตั้งเพื่อความปลอดภัยด้วย

วัตถุประสงค์ด้านความปลอดภัย อ้างอิงจากกฎข้อที่ 110 (การสวมหมวกปฏิบัติงานเป็นต้น)
 1. ผู้ประกอบการจะต้องจัดหาหมวกกันกระแทกในสถานที่ทำงาน หากพบว่าเครื่องจักรที่มีพลังขับเคลื่อนในพื้นที่ที่เครื่องจักรกำลังทำงานแล้วนั้น อาจจะมีโอกาสสร้างอันตราย
 ผู้ประกอบการจะต้องจัดหาหมวกปฏิบัติงานใน สถานที่ทำงาน สวมใส่หมวกปฏิบัติงานที่มีความเหมาะสมและปลอดภัยสำหรับการปฏิบัติงาน
 2. พนักงานมีความเข้าใจ เชื้อและปฏิบัติตามวิธีดังกล่าวข้างต้น และมีความเข้าใจอย่างถ่องแท้ว่าต้องสวมใส่อุปกรณ์ความปลอดภัย

(การป้องกันอันตรายที่อาจเกิดขึ้นจากการปฏิบัติงาน (การสวมหมวกปฏิบัติงานเป็นต้น))
 เครื่องจักรที่มีพลัง จากหมวกกันกระแทก มวนผ้า ชุดคลุม เสื้อแขน และที่พนักงานปฏิบัติงานในพื้นที่ที่เครื่องจักรกำลังทำงานให้พนักงานสวมหมวก สวมชุดปฏิบัติงาน
 สิ่งหรือบริเวณที่อาจก่อให้เกิดอันตรายกับพนักงาน อาจจะมีโอกาสสร้างอันตรายเพิ่มเติมได้ ในการปฏิบัติงาน ดังเช่นตัวอย่างในรูปด้านล่าง
 ขาดการกวดขัน ดังนั้นต้องระวังเป็นพิเศษ (สภาพแวดล้อมที่อันตราย ความเสี่ยงต่อความปลอดภัย)

ในบริเวณดังกล่าวจะต้องมีรั้วหรือมีสายเคเบิลกัน รวมทั้งระบบ
 พนักงานมีความเข้าใจอย่างถ่องแท้ว่าต้องสวมใส่

Foreign workers with high Japanese language skills translate work instructions into Thai, and also prepare work manuals in Thai.

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



When Technical Interns who are unfamiliar with Japan become ill, the Foreign Human Resources with Specified Skills are kind enough to accompany them.



The company encourages employees to actively participate in events both inside and outside the company without discrimination, and promotes interaction through in-house athletic meets, company trips, and local festivals.

Voices of Foreign Human Resources with Specified Skills

Employee A

All Japanese people are kind, there are many company events, and my work and private life are fulfilling.



Employee B

I was very anxious before I came to Japan, but my seniors and supervisors taught me carefully, and I am glad that they depend on me.



Meiwa Industry Co., Ltd.

- Location: Chubu area
- Number of employees: 109

Field:

Machine Parts and Tooling Industries

Acceptance of Foreign Nationals (As of March 2021): Currently accepting 3 Indonesians nationals with Specified Skilled (i) status. In addition, there is one person in Engineer/Specialist in Humanities/International Services and 24 Technical Interns (nationality: Indonesia).



Work of Foreign Human Resources with Specified Skills: Foreign Human Resources with Specified Skills perform metal press work, precision press work, and related and peripheral work.

Business description

Line press work for manufacturing of automotive parts (some electrical products), precision press work, metal welding, cationic electrodeposition coating, assembly work, foreign matter cleaning, degreasing and cleaning.



モノづくりの誇り

創意工夫を重ね、良い製品をお客様へ。それが私たちの使命です。



Purpose and reason for accepting Foreign Human Resources with Specified Skills

- In a situation where it was difficult to recruit Japanese employees, the company began accepting employees as Foreign Human Resources with Specified Skills from among those who had completed technical intern training at the company and with whom it had established relationships.
- It also expects that through working in Japan, they will further develop their Japanese language skills and techniques, which they will be able to utilize in the future when they return to Indonesia to find employment. For example, the company think it would be ideal for trainees to work for Japanese-affiliated companies in Indonesia after they return to their home countries.



Hiring method for Foreign Human Resources with Specified Skills

- **Foreign Human Resources with Specified Skills are accepted only in cases where a person who has completed Technical Intern Training (ii) at the company and returned to their home country is asked to come back to Japan. The reason for this is to confirm the intentions of both the trainees themselves and the receiving site, and to contact only those trainees, from among the trainees who will be completing their training period at the same time, who should definitely remain as Specified Skilled Workers (i) (they will not be contacted before returning home).**
- **Those who have been hired as Specified Skilled Workers (i) already have a certain level of Japanese language ability, but they are provided with opportunities to learn Japanese locally between the time they are hired and the time they return to Japan.**
- **The company's own group of registered support organization partners are located in Indonesia, which facilitates the preparation of applications and other documents.**

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



Since there are many Muslim employees, the company has set up places of worship (at two locations within the company), pays attention to special events such as Ramadan and holy days, and takes care with food at year-end parties and other dinner parties.

With regard to the hijab (the cloth that Muslim women cover their heads and bodies with), in order to prevent accidents that could result in them being pinched while working, the length of the cloth is regulated after explaining this to the person concerned and gaining their understanding. We believe that it is essential to show understanding of religion when conducting global business and employment.



As for housing support, Meisou rents about nine apartments. Other activities include a barbecue at the plant parking lot in April and a leisure trip. During the trip, consideration is given to make it easier for the employees to participate, such as reserving a room for each employee, keeping in mind the cultural differences between Indonesia and Japan.

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills

In cooperation with the Toyota International Association, the company allows employees to participate in Japanese language classes (there have been cases where employees have obtained up to N2 in the Japanese Language-Proficiency Test) and play musical instruments and perform dances at events such as the nationality day of each country. The company also participates in events and exchanges information with an organization set up by a local Indonesian group, including its own employees and trainees.



Voices of Foreign Human Resources with Specified Skills

Compared to when I was in technical intern training, I am now entrusted with more responsible work. My salary has increased and I have received a bonus.



I can change jobs, but I would like to work at Meiwa Industry forever because I feel secure that I can work and live in its workplace and region which I am familiar with.



Mohka Manufacturing Co., Ltd.

- Location: Kanto region
- Number of employees: Approx. 270

Field:
Machine Parts and Tooling Industries

Acceptance of Foreign Nationals (As of September 2020): Currently accepting 12 Vietnamese nationals with Specified Skilled (i) status. In addition, there are six people in Engineer/Specialist in Humanities/International Services and 40 Technical Interns (nationality: Vietnam).



Work of Foreign Human Resources with Specified Skills: Foreign Human Resources with Specified Skills are engaged in is the casting process.

Business description

The company specializes in ductile iron casting and manufactures brake calipers and other important safety parts for passenger cars.

Major manufactured products

Manufacture of important safety parts for passenger cars, such as brakes and calipers

Reference: <https://www.mohkamfg.com/product.html>



Purpose and reason for accepting Foreign Human Resources with Specified Skills

- In a situation where it is difficult to hire Japanese employees and dispatch workers do not last long, Technical Interns have become an indispensable part of the workforce. However, after the technical intern training period, when the trainees had finally become accustomed to life and work, they returned home and the company had to train the new trainees from scratch, which placed a heavy burden on the workplace.
- The purpose of accepting Foreign Human Resources with Specified Skills is to make use of the skills of Technical Interns who have been trained within the company, and to have them play an even more active role in the company.
- Many Technical Interns also want to work for a long time by transferring status to Specified Skilled Worker.



Hiring method for Foreign Human Resources with Specified Skills

- **Basically, we employ Specified Skilled Workers who have completed technical intern training at our company.**
- **When a Technical Intern wishes to be transferred to a Specified Skilled Worker, the company evaluates his or her working attitude, living conditions, communication with Japanese people, and other factors, and only those who pass an evaluation conducted by company executives are transferred to a Specified Skilled Worker.**
- **All procedures for changing status of residence to Specified Skilled Worker are carried out in-house, and no registered support organization is used.**

Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills

In order to improve their level of Japanese, study sessions are held twice a month in the company with experienced former employees as instructors. In addition, in order to motivate employees to study, we encourage them to take the Japanese Language-Proficiency Test and pay them a bonus depending on the level they pass.

In terms of safety, the company is conducting company-wide safety activities, including hands-on education at the "Safety Experience Skills School" run by the company, hazard prediction education, and the company's own safety knowledge proficiency test, which is translated into Vietnamese. The workers also translate safety work procedures by themselves and use them to guide junior trainees.



Individual assessment of
safety knowledge with proficiency tests



Techniques to promote the acceptance and retention of Foreign Human Resources with Specified Skills



In 2019, a new state-of-the-art casting factory was built and the factory environment was renovated. A new clean and comfortable dormitory was built for foreigners working there. As a result, most of them wish to live in the dormitory even after they are transferred to Specified Skilled Worker status, and they have taken the initiative to become dormitory leaders, providing guidance to the dormitory residents and acting as a liaison with the company.



Voices of Foreign Human Resources with Specified Skills

I went from Technical Intern to a Specified Skilled Worker and my salary went up. I am now able to do more difficult work, and it is very rewarding. My current goals are to save more money and to pass N2 of the Japanese Language-Proficiency Test.



Continued in Part 2

(Industrial Machinery Industry/Electric, Electronics and Information Industries Fields)



経済産業省