



FY2024

**Results of Survey of the Employment Status
of Foreign Technical Intern Trainees and
Foreign Workers with Specified Skills**

1 Survey Overview

(1) Survey Period

November 2024 – March 2025

(2) Companies Surveyed

- 422 companies that responded that they accept foreign technical intern trainees or foreign workers with specified skills in the Questionnaire survey on CSR Procurement Guidelines conducted in FY2023.
- Subsequently, interviews were directly conducted four foreign workers in addition to four suppliers and subcontractors.

(3) Survey Objectives

For grasping the actual employment status of foreign technical intern trainees and foreign workers with specified skills and human rights violation risks and providing corrective guidance

2 Survey Results

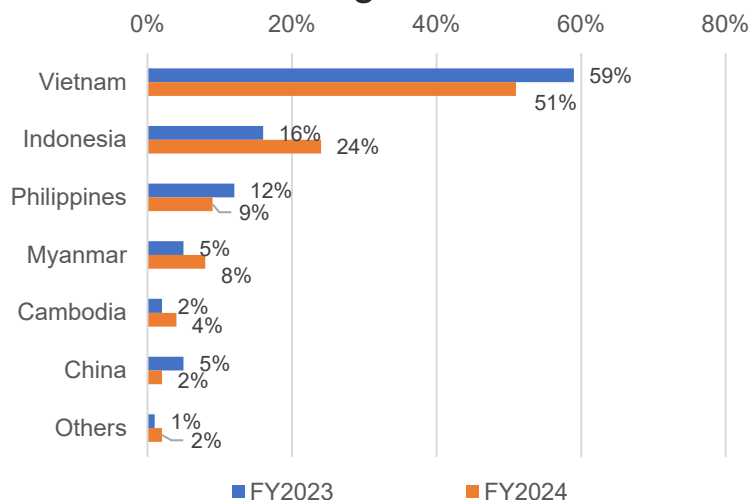
(1) Number of Responding Companies

- 375 (YoY +87)
of 422 target companies (YoY +111)
- Among the responding companies, 120 companies did not accept foreign technical intern trainees and foreign workers with specified skills

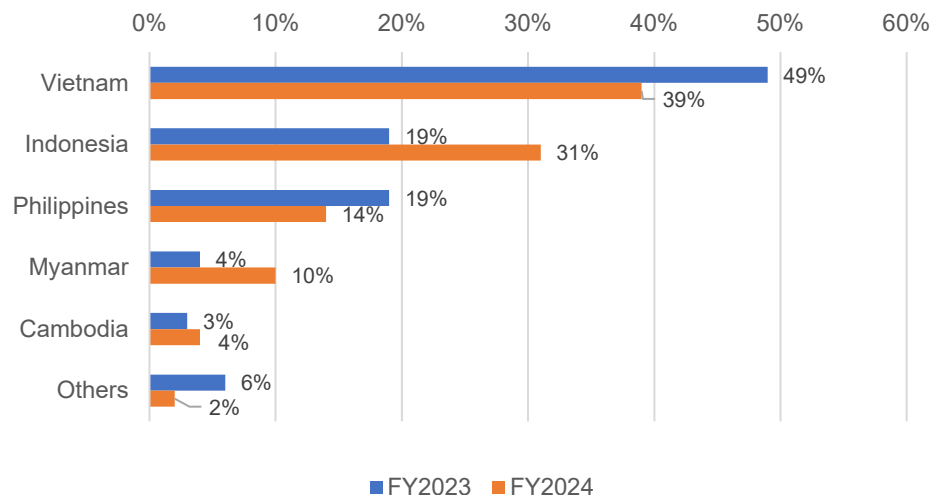
(2) Number of Foreign Technical Intern Trainees and Foreign Workers with Specified Skills

- Foreign Technical Intern Trainees: 2,508 (YoY -174)
Among them, 767 trainees have been in Obayashi Group construction sites (YoY -88)
- Foreign workers with specified skills: 881
Among them, 345 have been in Obayashi Group construction sites

(3) Nationalities of foreign technical trainees



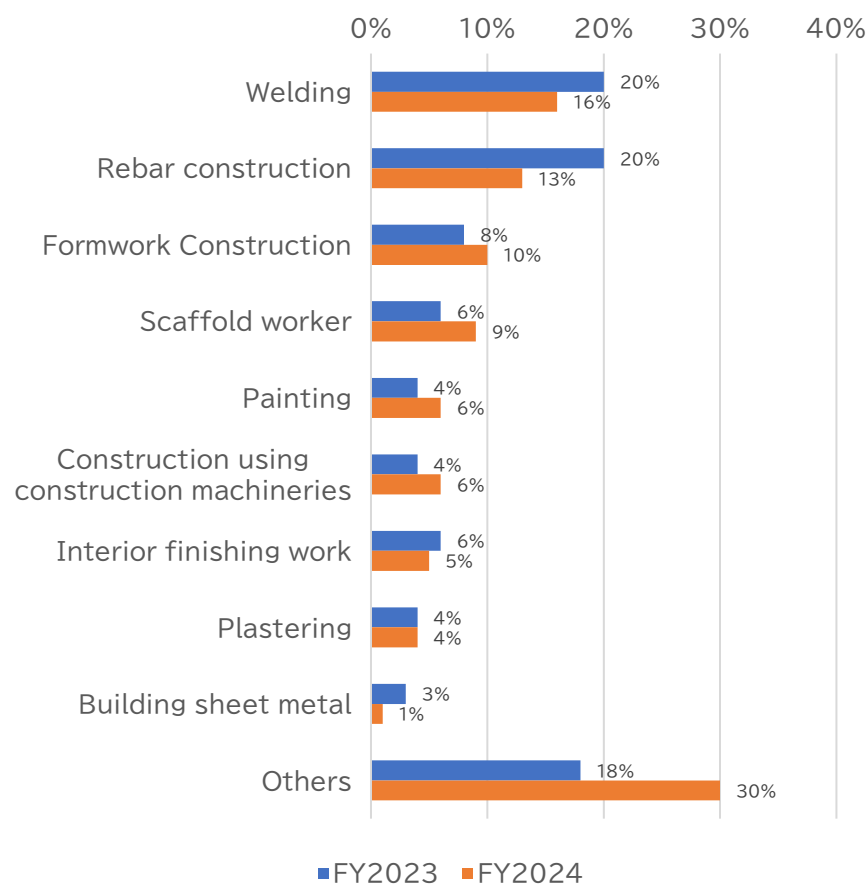
Breakdown of nationalities of the 2,508 foreign technical trainees



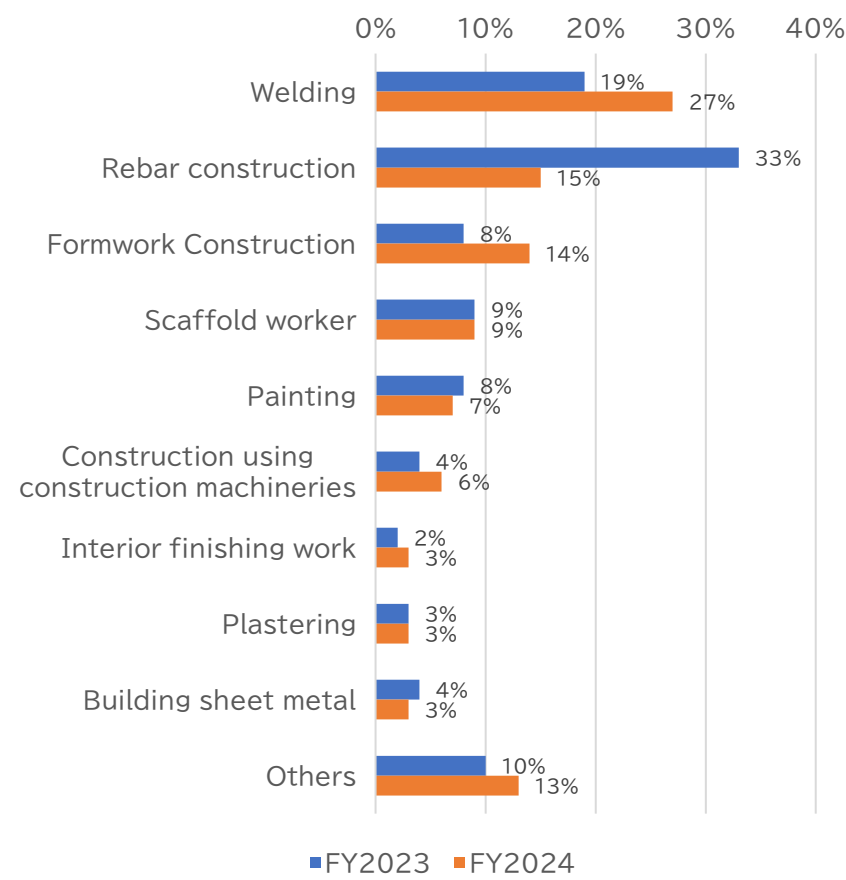
Of the total, nationalities of the 767 foreign technical trainees who have worked on our construction sites

2 Survey Results

(4) Occupation type of foreign technical trainees



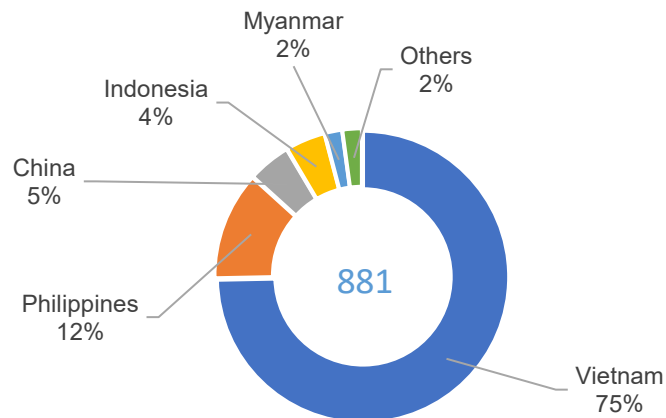
Breakdown of the occupations in which the 2,508 foreign technical trainees receive training at the host companies



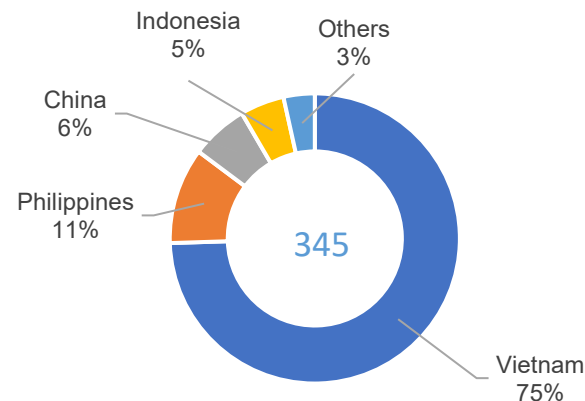
Breakdown of job categories of the 767 foreign technical intern trainees who worked on our construction sites

2 Survey Results

(5) Nationalities of foreign workers with specified skills

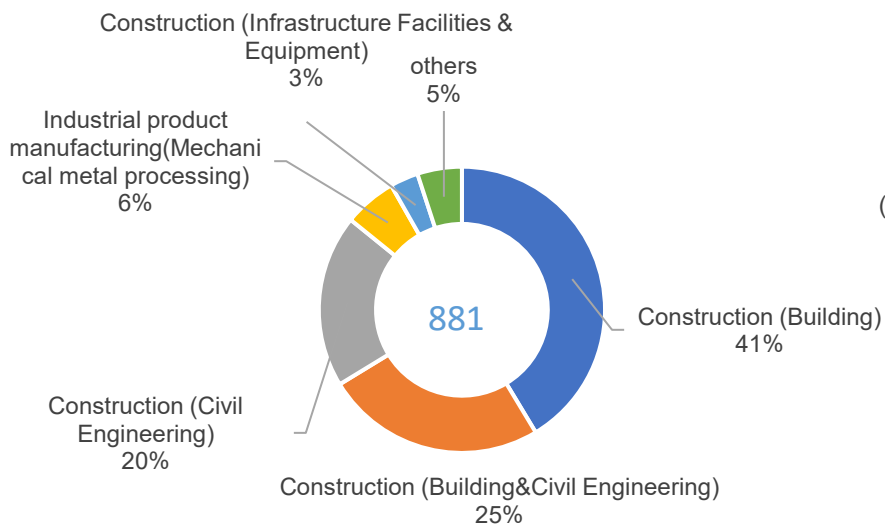


Foreign Workers with Specified Skills being Accepted by Responding Companies

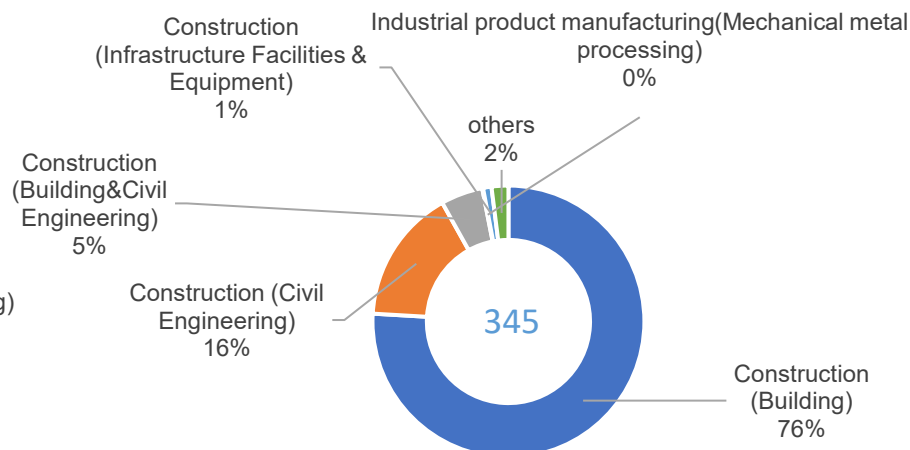


Foreign Workers with Specified Skills having been working at Obayashi Group construction sites

(6) Occupation type of foreign workers with specified skills



Foreign Workers with Specified Skills being Accepted by Responding Companies



Foreign Workers with Specified Skills having been working at Obayashi Group construction sites

2 Survey Results

(2) Questions and its Responds Regarding the Acceptance Status of Foreign Technical Intern Trainees and Foreign Workers with Specified Skills (added questions in 2024 is blue colored)

NO	Question	"Yes" Response Rate
1	Technical training is conducted according to the approved technical training plan, and trainees are not engaged in occupations or tasks not specified in the plan	99%
2	After entry, trainees are not engaged in work during the training period	97%
3	Properly recording and managing working hours based on objective records such as time cards (If working hours are unavoidably tracked using a self-reporting system for technical intern trainees or works with specified skills, is verification conducted to ensure no discrepancy between self-reported hours and actual working hours?)	98%
4	When trainees or workers gather at the company or another location per company instructions before moving to the construction site (workplace), the company includes this travel time in the working hours.	79%
5	The remuneration amount is equal to or greater than the remuneration amount paid to Japanese workers with equivalent skills engaged in similar work.	94%
6	The net pay (take-home pay) after deducting rent and other expenses from the remuneration amount, and the conditions of welfare benefits, are equivalent to or better than those for Japanese workers.	97%
7	When explaining employment conditions, an employment contract and employment conditions document written in the technical intern trainee's or specific skilled worker's native language or a language they understand is provided.	98%
8	Work rules are communicated to technical intern trainees and foreign workers with specified skills in their native language or a language they understand (including simplified Japanese).	85%
9	Expenses regularly borne by technical intern trainees and foreign workers with specified skills, such as food, housing, and utilities, are set at appropriate amounts equivalent to actual costs (including cases where the company bears costs exceeding actual expenses).	99%

2 Survey Results

(2) Questions and its Responds Regarding the Acceptance Status of Foreign Technical Intern Trainees and Foreign Workers with Specified Skills

NO	Question	"Yes" Response Rate
10	During the post-entry training period, if trainees bear any costs for food, housing, etc., they are paid a training allowance equal to or greater than these costs.	94%
11	The accepting company or supervising organization does not collect from the technical intern trainees or deduct from their remuneration any expenses that should be borne by the company or organization (such as travel expenses or costs required for repatriation).	99%
12	The receiving company does not enter into contracts with technical intern trainees, foreign workers with specified skills, their relatives, etc., for deposits, fees, penalties, or similar charges.	100%
13	We confirm with technical intern trainees and foreign workers with specified skills whether they have been charged deposits or illegal fees by sending organizations, supervising organizations, or domestic/international employment agencies.	92%
14	We have identified the amount of fees and training costs paid by technical intern trainees and foreign workers with specified skills to intermediary agencies (dispatching agencies, Japanese language schools, intermediaries, etc.) in their sending countries.	69%
15	Whether technical intern trainees and foreign workers with specified skills are aware if they are incurring debt to pay fees or training costs to intermediary agencies (sending agencies, Japanese language schools, brokers, etc.)	70%
16	Accommodation facilities provided or introduced to technical intern trainees and foreign workers with specified skills must be equipped with appropriate and sufficient firefighting equipment, and the usage instructions must be made known to them.	98%
17	Information regarding evacuation locations within the lodging facility in the event of a disaster is provided.	96%
18	Separate sleeping quarters are provided when there are two or more groups of technical intern trainees or foreign workers with specified skills with different bedtimes	95%

2 Survey Results

(2) Questions and its Responds Regarding the Acceptance Status of Foreign Technical Intern Trainees and Foreign Workers with Specified Skills

NO	Question	"Yes" Response Rate
19	Individual lockable storage facilities (safes, lockers, etc.) are provided, and technical intern trainees and foreign workers with specified skills manage their own keys.	96%
20	If the lodging facility qualifies as an attached dormitory for the business, a notification of dormitory establishment has been submitted based on Article 96 of the Labor Standards Act, etc., and dormitory rules have been created and submitted.	98%※1
21	A consultation window is established where employees can seek advice in their native language regarding human rights violations such as violence, threats, power harassment, sexual harassment, and discrimination.	85%
22	We publicize consultation services available in native languages (e.g., the National Organization for Technical Intern Training Headquarters Native Language Consultation Center, the International Construction Skills Promotion Organization Native Language Consultation Hotline, the Foreign Resident Center/FRESC Consultation Desk, etc.).	91%
23	Emergency response procedures (such as calling 110 or 119) are communicated.	97%
24	Passports and residence cards of technical intern trainees and foreign workers with specified skills are not retained by the employer (managed by the individual)	100%
25	Not engaging in actions that unreasonably restrict private life, such as confiscating mobile phones, managing bankbooks, imposing uniform curfews without reasonable justification, restricting outings outside working hours, prohibiting romantic relationships, requiring pledges not to become pregnant, or installing cameras in private spaces like living quarters without cause.	100%
26	We make efforts to ensure that technical intern trainees and foreign workers with specified skills can understand procedures, machine operation, and safety measures by communicating them in their native language or a language they understand (including simplified Japanese).	97%
27	Health examination results are explained to technical intern trainees and foreign workers with specified skills in their native language or a language they understand (including simplified Japanese).	96%

2 Survey Results

(2) Questions and its Responds Regarding the Acceptance Status of Foreign Technical Intern Trainees and Foreign Workers with Specified Skills

NO	Question	"Yes" Response Rate
28	No technical intern trainees or foreign workers with specified skills have gone missing within the past year at※2	91%
29	Within the past year, no incidents or accidents involving technical intern trainees or foreign workers with specified skills have occurred at※2 .	96%
30	Within the past year,※2 has not received any corrective recommendations or guidance during audits or on-site inspections conducted by organizations such as the Organization for Technical Intern Training (for foreign workers with specified skills, inspections are conducted by the Immigration Services Agency).	94%

3 Results of Interviews

(1) Results of interview with persons in charge at companies (summary)

- For items answered “No” in the questionnaire survey, most cases stemmed from misperceptions or incorrect responses, indicating an extremely low risk of human rights violations
- Each company provides detailed support, ranging from Japanese language and specialized training assistance to daily living support, in collaboration with supervising organizations.
- Foreign technical trainees demonstrate high motivation toward their work, which also boosts the motivation of Japanese employees. Furthermore, within the company, a spirit of mutual support is fostered within the company.

(2) Results of Interview with technical intern trainees (summary)

- Work content and labor conditions were explained by the company beforehand, and they understand them accurately.
- Initially after arrival, some found the environment unfamiliar, but now they live without problems
- They have neither experienced nor witnessed any harassment and are satisfied with the company's response.
- Everyone at the company is kind, and there is an environment where they can consult about any difficulties.

4 Evaluation and Issues

- ✓ No incidents constituting human rights violations were observed.
- ✓ Due to labor shortages, companies are reliant on foreign workers and provide substantial support.
- ✓ While companies have implemented bilingual contracts in native languages, multilingual support for documents and procedures—including those at construction sites—remains insufficient and requires improvement.