

Results of Survey on Status of Hosting Foreign Technical Trainees (FY2022)

1. Survey Overview

- (1) Survey Period November 2022 – February 2023
- (2) Companies surveyed The 224 companies that replied “Employs foreign technical trainees” in the questionnaire survey on CSR Procurement Guidelines conducted in FY2021.
- (3) Survey objectives Grasping the actual status of hosting foreign technical trainees and human rights violation risks.
- (4) Survey method Questionnaire survey and interviews based on the survey results (5 companies)

2. Survey Results

- (1) Number of companies that responded
196 companies (Of the total, 33 companies did not employ foreign technical trainees at the time of response. Valid responses were provided by 163 companies.)
- (2) Number of foreign technical trainees
1,252 (Of the total, 457 trainees have been in Obayashi Group sites.)
- (3) Nationalities of foreign technical trainees

Nationalities	Number of people	Percentage
Vietnam	766	61
Philippines	169	13
Indonesia	145	12
Myanmar	68	5
China	60	5
Other	44	4

Breakdown of nationalities of the 1,252 foreign technical trainees

Nationalities	Number of people	Percentage
Vietnam	273	60
Indonesia	71	16
Philippines	71	16
Myanmar	20	4
Other	22	5

Of the total, nationalities of the 457 foreign technical trainees who have been in Our Construction sites

(4) Occupation type of foreign technical trainees

Occupation type	Number of people	Percentage
Rebar construction	233	19
Welding	209	17
Formwork construction	153	12
Scaffolding	141	11
Construction using construction machineries	120	10
Ironwork	106	8
Plastering	67	5
Painting	59	5
Interior finishing work	56	4
Other	108	9

Breakdown of the occupations on which the 1,252 foreign technical trainees were trained at the host companies

Occupation type	Number of people	Percentage
Rebar construction	102	22
Scaffolding	95	21
Formwork construction	88	19
Painting	43	9
Interior finishing work	39	9
Other	90	20

Of the total, breakdown of the occupations of the 457 foreign technical trainees who have worked in our construction sites

(5) Rating, issues, etc.

- While it is not mandatory to confirm the collection of guarantee money, etc., it is necessary to instruct them to confirm it as much as possible. The collection of guarantee money is prohibited by law as it could lead to human rights violation such as forced labor.
- Some companies are apparently not paying the foreign technical trainees wages equivalent to or higher than the wages paid to Japanese with equivalent skills, and it is necessary to consider remedial policy and measures.
- In interviews, it has been confirmed that, even though there are some trainees with insufficient language comprehension, the companies have been hosting them appropriately with support from supervisory organizations.
- While disappearance of technical trainees has happened at about 30% of the companies, it has been confirmed that the majority of those were due to personal circumstances of the trainees themselves and not necessarily the responsibility of the company hosting them.

[Questionnaire items and response status]

NO	Questions	Response rate of "Yes"
1	The company is carrying out technical training in accordance with the prescribed technical training plan, and does not engage the trainees in occupation or work not in the plan.	99%
2	The company records and manages the work hours appropriately with timesheets, etc.	96%
3	In cases where overtime work is carried out due to unavoidable circumstances, the said overtime work is carried out as part of activities to acquire skills in compliance with relevant laws and regulations, and the company has built a system that would enable provision of guidance for these activities.	100%
4	The company does not engage the technical trainees in work during the lecture period after arriving in Japan.	99%
5	The company appropriately pays compensation to the trainees in accordance with the amount and procedure set in the accredited plan.	100%
6	The company pays compensation that complies with the minimum wage stipulated by each prefecture.	100%
7	The company pays overtime wages appropriately when there is overtime work or holiday work.	100%
8	The amount of compensation paid is equivalent to or higher than the amount paid to Japanese workers of equivalent technical skills engaged in the same type of work.	91%
9	When explaining the terms of employment etc., the company presents an employment contract (terms and conditions) to the trainee, prepared in a language that the technical trainee understands.	99%
10	The company has reached an agreement with the technical trainee regarding the regular expenses incurred by the trainee such as for food, housing, and utilities.	100%
11	The expenses incurred by the technical trainee regularly such as food, housing, and utilities are a reasonable amount equivalent to the actual costs.	98%
12	The company pays an equivalent or higher amount as allowance in cases where the trainee incurs expenses for food and housing during the lecture period after arrival in Japan.	98%
13	The company ensures that the technical trainees take the legally mandated annual paid leave.	100%
14	The company does not collect the expenses (travel expenses, etc.), which should be paid for by the organization implementing the training or the supervisory organization, from the technical trainees under the name of supervision fees, etc. or deduct them from the trainees' compensation.	99%
15	The company has not entered into any agreements such as those related to guarantee money, commission, or penalty for breach of contract with either the trainee or his or her relatives.	99%
16	The company has confirmed with the technical trainee that no guarantee money has been collected by the sending agency of the trainee or by the supervisory organization.	91%
17	The company has installed appropriate and sufficient fire extinguishing equipment, and has informed the trainee about it.	99%
18	The company has arranged for a bedroom of area 4.5 m ² or larger, and installed it with air-conditioner, for each trainee.	100%
19	If there are two or more groups of technical trainees whose bedtime differs, the company ensures separate bedrooms for each group.	99%
20	The company has set up individual cabinets with locks, and the keys are managed by the technical	98%

	trainees themselves.	
21	The accommodation has bathroom facilities with toilet, washbasin, laundry space, and changing room.	100%
22	The company does not take any actions prohibiting trainees from going out such as imposing across-the-board curfew without reasonable grounds.	100%
23	In case the accommodation facility is a company boarding house, the company has prepared boarding house rules and has filed them with the relevant government agency.	91%
24	The company does not force the trainees through violence, threats, confinement, or other means that unreasonably restrain their mental or physical freedom.	100%
25	The company does not hold the passports or residence cards of the technical trainees.	100%
26	The company does not manage the bank passbook or deposits and savings of the technical trainees.	100%
27	The company is not carrying out any action that unreasonably restricts the private lives of the technical trainees (taking away their mobile phones, prohibiting relationships, etc.)	100%
28	The company carries out health check-up once a year.	100%
29	The company has informed the technical trainees on how to respond during emergencies (reporting to emergency numbers such as 110 and 119).	99%
30	The company has notified the trainees of the consultation centers which offer services in their native languages (Native Language Consultation Center, Head Office, Organization for Technical Intern Training).	99%
31	There are no technical trainees who absconded during the technical training period.	68%
32	No incidents or accidents have occurred during the technical training period.	90%
33	The company has not received any recommendation or guidance for remedial measures in audits or on-site inspections by the Organization for Technical Intern Training or others.	93%