

MEMORANDUM OF COOPERATION
BETWEEN THE MINISTRY OF JUSTICE, THE MINISTRY OF FOREIGN AFFAIRS,
THE MINISTRY OF HEALTH, LABOUR AND WELFARE AND
THE NATIONAL POLICE AGENCY OF JAPAN
AND
THE MINISTRY OF LABOUR AND VOCATIONAL TRAINING OF
THE KINGDOM OF CAMBODIA
ON
A BASIC FRAMEWORK FOR INFORMATION PARTNERSHIP
FOR
PROPER OPERATION OF THE SYSTEM PERTAINING TO FOREIGN HUMAN
RESOURCES WITH THE STATUS OF RESIDENCE
OF
“SPECIFIED SKILLED WORKER”

The Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare and the National Police Agency of Japan (hereinafter referred to collectively as “Ministries and Agencies of Japan”) and the Ministry of Labour and Vocational Training of the Kingdom of Cambodia (hereinafter referred to as “MoLVT”) share the view to enhance mutual benefits through the cooperation between the two countries on sending and accepting specified skilled workers in the operation of the system of acceptance (hereinafter referred to as “the system”) of human resources possessing certain expertise and skills, who have been granted the status of residence of “Specified Skilled Worker” by the Government of Japan (hereinafter referred to as “specified skilled workers”). Based on this view, the Ministries and Agencies of Japan and the MoLVT (hereinafter referred to collectively as “Ministries and Agencies of Both Countries”) have decided to cooperate as follows:

1. Purpose

The purpose of this Memorandum of Cooperation is to protect specified skilled workers through the smooth and proper promotion of sending and accepting specified skilled workers to Japan from Cambodia, by means of establishing a basic framework for information partnership in order to ensure smooth and proper sending and accepting specified skilled workers (in particular the elimination of malicious intermediary organizations) and to resolve the problems of sending and accepting and of residing in Japan of specified skilled workers, as well as to enhance the mutual benefits of both countries through cooperation for proper operation of the system.

2. Contact point

In order to effectively implement the cooperation under this Memorandum of Cooperation, the Ministries and Agencies of Both Countries will designate respectively the following contact points for both countries.

(1) For Japan:

Residency Management Division, Residency Management and Support Department, Immigration Services Agency

(2) For Cambodia:

The 3rd Overseas Placement Office, Department of Employment and Manpower, the General Department of Labour, MoLVT

3. Framework of cooperation

Cooperation under this Memorandum of Cooperation will be conducted within the scope of the laws and regulations in force in each country. The ministries and agencies or ministry of one country will not disclose the confidential information of the ministries and agencies or ministry of the other country, obtained through cooperation and information-sharing within the framework of this Memorandum of Cooperation, without written consent of the ministries and agencies or ministry of the other country.

4. Basic framework for information partnership

(1) Information-sharing

The Ministries and Agencies of Both Countries will promptly share necessary or useful information in order to ensure smooth and proper sending and accepting specified skilled workers and to resolve the problems of sending and accepting and of residing in Japan of specified skilled workers. This information includes information on the acts of intermediary organizations (including both individuals and corporations) in both countries which involve in recruitment and job seeking relating to specified skilled workers and on those that fall the following (hereinafter referred to as “intermediary organizations for specified skilled workers”):

- (a) Managing money or other properties of specified skilled workers or candidates of specified skilled workers (hereinafter referred to as “specified skilled workers and candidates”), their relatives or any person concerned, regardless of any reason such as the collection of a deposit or any other purposes;
- (b) Concluding any contracts that impose monetary penalties or that expect undue transfer of money or other properties, for the violation of the contracts;

- (c) Human rights infringements against specified skilled workers and candidates such as assaults, intimidation and restrictions of their freedom;
- (d) Using or providing forged, altered or false documents, pictures or drawings, with the intention of obtaining permissions, visas or other certificates fraudulently in relation to the immigration control or visa procedures of Japan; or
- (e) Collecting fees or other expenses from specified skilled workers and candidates without indicating the calculation basis of the expense, and making them understood the amount and breakdown of the expense.

(2) Consultations for correction of problems and other issues

The Ministries and Agencies of Both Countries will consult periodically or from time to time to achieve the purpose set forth in 1 of this Memorandum of Cooperation, and will make efforts to correct problems that require improvement for proper operation of the system. The main subjects of the consultations will be as follows:

- (a) Issues related to implementation and changes of the policies of both countries concerning the system;
- (b) Issues related to ensuring the appropriateness of intermediary organizations for specified skilled workers (including ways of necessary corrective measures);
- (c) Issues related to corrective measures for the various examinations pertaining to sending and accepting specified skilled workers and for improper accepting organizations in Japan, or organizations engaging in support for foreign human resources with the status of residence of “Specified Skilled Worker (i)”, (which means support for their work life, daily life and social life enabling specified skilled workers with “Specified Skilled Worker (i)” to engage in their activities under the status of residence stably and smoothly) and for the improper sending organizations in Cambodia;
- (d) Issues related to proper implementation of skill exams and tests to measure Japanese language proficiency of specified skilled workers;
- (e) Issues related to residence management of specified skilled workers in Japan; and
- (f) Issues related to proper operation of the system and other related systems pertaining to immigration or labor of both countries other than the issues specified in (a) to (e) above.

5. Commitments of the MoLVT

The MoLVT will carry out the following commitments in relation to sending the

specified skilled workers from Cambodia in accordance with the relevant laws and regulations of Cambodia:

- (1) To give approval to a sending organization of Cambodia that intends to send specified skilled workers to Japan (hereinafter referred to “Sending Organization”) which meets approving standards in providing overseas employment service (hereinafter referred to as “Approved Sending Organization”), to make name and other information of Approved Sending Organizations publicly available, and to provide the Ministries and Agencies of Japan with information on Approved Sending Organizations;
- (2) To send only specified skilled workers through Approved Sending Organizations of Cambodia;
- (3) To issue certification to the candidates of specified skilled workers in Cambodia who took necessary procedures in accordance with the internal regulation of Cambodia for candidates of specified skilled workers;
- (4) To provide guidance to Approved Sending Organization in order to select and send specified skilled worker of Cambodia in an appropriate manner, to revoke an approval when considering that an Approved Sending Organization no longer meets approving standards, and to notify the results to the Ministries and Agencies of Japan;
- (5) When informed by the Ministries and Agencies of Japan that an Approved Sending Organization seems to have exercised activities inconsistent with approving standards or other improper activities, to conduct investigations over the Sending Organization in question, to provide necessary guidance and supervision, and then to report the results to the Ministries and Agencies of Japan;
- (6) When informed by the Ministries and Agencies of Japan of their improvement order to an accepting organization or the list of registered supporting organizations, to make such information publicly available in Cambodia; and
- (7) To provide necessary information to the Ministries and Agencies of Japan when receiving inquiries from the Ministries and Agencies of Japan in relation to sending the specified skilled workers from Cambodia.

6. Commitments of the Ministries and Agencies of Japan

The Ministries and Agencies of Japan will carry out the following commitments in relation to the acceptance of the specified skilled workers from Cambodia in accordance with the relevant laws and regulations of Japan:

- (1) To accept only specified skilled workers from Cambodia who took necessary procedures in accordance with the internal regulation of Cambodia for candidates of specified skilled workers with certification issued by the MoLVT;

- (2) When receiving from the MoLVT the information on an Approved Sending Organization, to make such information publicly available in Japan;
- (3) When receiving from the MoLVT the information on the revocation of an approval of an Approved Sending Organization providing overseas employment service, to make such information publicly available in Japan;
- (4) To notify the MoLVT of administrative measures to an accepting organization or registered supporting organization when making such an order, and to share the list of registered supporting organizations to the MoLVT; and
- (5) To provide necessary information to the MoLVT when receiving the inquiries from the MoLVT in relation to the acceptance of specified skilled workers from Cambodia.

7. Cooperation in skill exams and tests to measure Japanese language proficiency

The Ministries and Agencies of Japan and the ministries in charge of accepting specified skilled workers (hereinafter referred to collectively as “Relevant Ministries and Agencies of Japan”) will properly conduct skill exams and tests to measure Japanese language proficiency of the specified skilled workers (herein after referred to as “exams and tests”). If the MoLVT and the ministry related to the exams and tests (hereinafter referred to collectively as “Relevant Ministries of Cambodia”) are requested by the Relevant Ministries and Agencies of Japan to cooperate in the implementation of the exams and tests and related business pertaining to Japanese language education, or in other business related to the tests to Japanese language proficiency which Relevant Ministries and Agencies of Japan involve, Relevant Ministries of Cambodia will comply with the request to the extent possible.

In addition, if the Relevant Ministries and Agencies of Japan and the Relevant Ministries of Cambodia obtain information, in relation to the exams and tests, about proxy test-taking, the forgery or alteration of documents certifying passing of the exams and tests or other wrongful acts, they will share the information promptly in accordance with the framework set out in 4 (1) in this Memorandum of Cooperation.

8. Others

If the Ministries and Agencies of Japan deem that human resources to make up for the labor shortage in Japan have been secured through the acceptance of specified skilled workers in each field, they may temporarily suspend the acceptance of specified skilled workers in accordance with the provisions of the laws and regulations relating to immigration of Japan. In such a case, the Ministries and Agencies of Japan will appropriately deal with the issues on residence of the specified skilled workers from Cambodia and their dependent

spouses or children (provided that the status of residence of specified skilled workers is “Specified Skilled Worker (ii)”) (hereinafter referred to as “spouse or children”) in accordance with the provisions of the laws and regulations relating to immigration of Japan, taking into account the status of the employment contract between specified skilled workers and the organization accepting them, the operational situation and living conditions, etc. If these specified skilled workers and their spouse or children are not permitted to reside in Japan, MoLVT will make efforts to take the necessary procedures together with the Royal Embassy of the Kingdom of Cambodia in Japan, such as the issuance of temporary passports, on request of the Ministries and Agencies of Japan, in order to ensure their smooth return to Cambodia.

9. Review of the framework and others

Based on a review of the system pertaining to specified skilled workers to be implemented two years after its commencement, the framework of cooperation between the two countries under this Memorandum of Cooperation will be reviewed as necessary. The contents of this Memorandum of Cooperation will be modified or supplemented as necessary with written consent of both countries.

10. Language and others

This Memorandum of Cooperation was signed in duplicate in English at Tokyo, on this 25th day of March, 2019.

For the Ministry of Justice of Japan

For the Ministry of Labour and
Vocational Training of Cambodia

For the Ministry of Foreign
Affairs of Japan

For the Ministry of Health, Labour
and Welfare of Japan

For the National Police Agency of
Japan