Based on the provisions of Article 16-5, paragraph (3) of the National Strategic Special Zone Act (Act No.107 of 2013), the Guidelines on Specified Organizations, etc. in the Project to Accept Foreigners for Agricultural Support in National Strategic Special Zones has been decided as follows.

No. 1 Purpose and Objective

The Project to Accept Foreigners for Agricultural Support in National Strategic Special Zones (hereinafter referred to as the "Project") provided in Article 16-5, paragraph (1) of the National Strategic Special Zone Act (hereinafter referred to as the "Act") is a project in which specified organizations accept foreign nationals engaging in agricultural support activities (limited to those that fulfill the requirements specified by Cabinet Order under said paragraph; hereinafter referred to as "foreigners for agricultural support") based on employment contracts on a trial basis, within the National Strategic Special Zones under the management system controlled by the Appropriate Acceptance Management Council that is established under the Council on National Strategic Special Zones, from the perspective of ensuring that Japanese agricultural business operators etc. realize "strong aggressive agriculture" through expansion of operation size and promotion of transformation to a growth industry and strengthen the international competitiveness of agriculture. In order to ensure the proper and reliable implementation of the Project, these Guidelines provide for provision of training and information to accepted foreign nationals, securing of collaboration with relevant administrative organs, and other measures to be taken by specified organizations and other persons concerned to ensure the proper and reliable implementation thereof in relation to the Project under the provisions of paragraph (3) of said Article.

No. 2 Terms

The terms used in these Guidelines shall be as set forth in the following except as governed by the terms used in the Act.

1. The term "relevant local government" means a local government to which a zone that is specified as a zone where agricultural support activities are conducted (hereinafter referred to as an "implementation zone") in an approved zone plan provided in Article 9, paragraph (1) of the Act that provides for the Project (hereinafter referred to as an "approved zone plan") belongs and which is specified in the approved zone plan.

2. The term "Appropriate Acceptance Management Council" means a council which is established under the Council on National Strategic Special Zones for the proper and reliable implementation of the Project and conducts operations as provided in No. 3.

3. The term "agricultural management body receiving dispatch" means an individual or corporation engaging in agricultural business in an implementation zone which receives provision of agricultural support activities
by a foreigner for agricultural support dispatched from a specified organization (limited to those that fulfill the requirements set forth in the items of No. 7, paragraph 1).

No. 3 Appropriate Acceptance Management Council
1. The Appropriate Acceptance Management Council shall consist of relevant local governments, the Headquarters for Regional Empowerment for Japan's Growth in Cabinet Office, Regional Immigration Bureaus, Prefectural Labor Bureaus, and Regional Agricultural Administration Offices.
2. The Appropriate Acceptance Management Council may add an organization other than the members provided in the preceding paragraph as its member as needed through consultation among said members.
3. The Appropriate Acceptance Management Council conducts the following operations for the proper and reliable implementation of the Project:
   (1) operations concerning confirmation of the fact that a person intending to accept a foreigner for agricultural support as a specified organization complies with the standards specified by Cabinet Order under Article 16-5, paragraph (1) of the Act (hereinafter referred to as the "Standards for Specified Organizations");
   (2) operations concerning the receipt of reports and hearings from specified organizations;
   (3) operations concerning periodic guidance to specified organizations;
   (4) operations concerning audit to specified organizations;
   (5) operations concerning site investigations on agricultural management bodies receiving dispatch;
   (6) operations concerning protection of foreigners for agricultural support;
   (7) operations concerning measures in the case where a specified organization becomes unable to continue to employ a foreigner for agricultural support; and
   (8) other operations necessary to ensure the proper and reliable implementation of the Project.

No. 4 Confirmation of Specified Organizations' Compliance with the Standards
An organization intending to accept foreigners for agricultural support as a specified organization must receive confirmation of the fact that he/she complies with the Standards for Specified Organizations by filing an application with the Appropriate Acceptance Management Council pertaining to a National Strategic Special Zone, to which the zone where he/she intends to provide agricultural support activities belongs, in the separately specified form.

No. 5 Employment of Foreigners for Agricultural Support by Specified Organizations
1. A specified organization must employ a foreigner for agricultural support as a full-time dispatched worker at its head office or directly-managed place of business that engages in worker dispatch undertakings (meaning the worker dispatch undertakings provided in Article 2, item (iii) of the Act for Securing the Proper Operation of Worker Dispatch Undertakings and Protecting Dispatched Workers (Act No. 88 of 1985); hereinafter referred to as the "Worker Dispatch Act") that is located in an implementation zone or a zone of a municipality adjacent thereto (where a zone is separately specified in an approved zone plan, that zone) and conclude an employment contract that clearly provides for the job content, the period of employment, the amount of remuneration, and other employment conditions in writing.
2. In the case of concluding an employment contract referred to in the preceding paragraph, a specified organization must make efforts to confirm that a foreigner for agricultural support fulfills the requirements specified by Cabinet Order under Article 16-5, paragraph (1) of the Act and must clearly and appropriately specify the person to bear expenses necessary for traveling and other expenses, the ratio of those expenses borne, etc. based on an agreement among persons concerned and conclude a contract thereon in writing.

3. The amount of remuneration referred to in paragraph 1 must be the same or more than the amount of the remuneration given in the case where a Japanese national engages in equivalent agricultural support activities.

4. In concluding an employment contract referred to in paragraph 1, the period of agricultural support activities conducted by a foreigner for agricultural support based on the Project shall be up to three years in total.

5. In accepting a foreigner for agricultural support, a specified organization must neither collect a deposit from said foreigner for agricultural support or a person who is closely connected thereto such as family (hereinafter referred to as a "foreigner for agricultural support, etc.").), nor manage money or any other property of such person irrespective of pretext, nor conclude a contract providing for a penalty pertaining to a failure to perform the employment contract or any other contract predicting unjust transfer of money or other property.

6. Where another organization gets involved in the acceptance referred to in the preceding paragraph, a specified organization must confirm that said other organization neither collects a deposit, nor manages property, nor concludes a contract as provided in said paragraph in relation to a foreigner for agricultural support, etc., and must not conclude such contract with said other organization.

7. A specified organization must secure a residence for a foreigner for agricultural support within a prefecture including the implementation zone (where a zone is separately specified in an approved zone plan, within that zone). In this case, where there is a risk of creating a significant obstacle to provision of agricultural support activities by a foreigner for agricultural support due to the location of the agricultural management body receiving dispatch or any other circumstances and the foreigner for agricultural support agrees, the specified organization may make a residence possessed by the agricultural management body receiving dispatch the residence of the foreigner for agricultural support.

8. Where a specified organization has a foreigner for agricultural support bear food expense, residential expense or any other expense, irrespective of pretext, at periodic intervals, it must have said foreigner for agricultural support sufficiently understand the content of the food, residence, or any other profit provided as a value for said expense, make an agreement in writing with said foreigner for agricultural support, and ensure that the amount of said expense is equivalent to the actual expense or any other appropriate amount.

9. A specified organization must provide a foreigner for agricultural support with necessary training in relation to education and training concerning agricultural support activities, Japanese language skills necessary for daily life and agricultural support activities, related laws and regulations that the foreigner for agricultural support should understand in terms of staying in Japan and working, and complaint handling and consultation services, etc.

10. A specified organization must appropriately provide support necessary for a foreigner for agricultural support to go about his/her daily life at ease in his/her resident area.

11. A specified organization must not force a corresponding number of workers engaging in the operations, in which it has accepted foreigners for agricultural support engage, to involuntarily leave the job.
No. 6 Provision of Agricultural Support Activities by Foreigners for Agricultural Support

1. A specified organization shall provide agricultural support activities by a foreigner for agricultural support based on a worker dispatch contract concluded with an agricultural management body receiving dispatch.

2. A specified organization must not provide agricultural support activities by a foreigner for agricultural support in a zone other than an implementation zone.

3. A specified organization must ensure that an agricultural management body receiving dispatch neither has a foreigner for agricultural support engage in agricultural support activities in a zone other than an implementation zone nor has a foreigner for agricultural support engage in operations other than agricultural support activities.

No. 7 Dispatch of Foreigners for Agricultural Support by Specified Organizations

1. A specified organization may conclude a worker dispatch contract (meaning a worker dispatch contract provided in Article 26, paragraph (1) of the Worker Dispatch Act; the same applies hereinafter) pertaining to a foreigner for agricultural support with an agricultural management body receiving dispatch and dispatch the foreigner for agricultural support to said agricultural management body receiving dispatch based on said contract only where said agricultural management body receiving dispatch fulfills all of the requirements referred to in the following items:

   (1) being a person having the experience of employing a worker longer than a certain period of time within the past five years or a person that appoints a person who has taken a course for responsible persons acting for agricultural management bodies receiving dispatch or any other course equivalent thereto as a responsible person.

   (2) not falling under any of the following persons:

      (i) a person who has been sentenced to imprisonment without work or heavier punishment for whom five years have yet to pass since the date on which he/she finished serving the sentence or ceased to be subject to its enforcement;

      (ii) a person who has been sentenced to a fine pursuant to the provisions of a law on immigration or labor (excluding the provisions provided in (iv)) or the provisions of an order based on said provisions for whom five years have yet to pass since the date on which he/she finished serving the sentence or ceased to be subject to its enforcement;

      (iii) a person who has been sentenced to a fine pursuant to the provisions of the Act on Prevention of Unjust Acts by Organized Crime Group Members (Act No. 77 of 1991) (excluding the provisions of Article 50 (limited to the part pertaining to item (ii)) and Article 52 of said Act) or for having committed an offense referred to in Article 204, Article 206, Article 208, Article 208-2, Article 222 or Article 247 of the Penal Code (Act No. 45 of 1907) or an offense referred to in the Act on Punishment of Physical Violence and Others (Arc No. 60 of 1926) for whom five years have yet to pass since the date on which he/she finished serving the sentence or ceased to be subject to its enforcement;

      (iv) a person who has been sentenced to a fine pursuant to the provisions of Article 208 or 213-2 or Article 214, paragraph (1) of the Health Insurance Act (Act No. 70 of 1922), Article 156 or Article 159 or Article 160, paragraph (1) of the Mariners Insurance Act (Act No. 73 of 1939), the first sentence of Article 51 or
Article 54, paragraph (1) (limited to the part pertaining to the provisions of the first sentence of Article 51) of the Industrial Accident Compensation Insurance Act (Act No. 50 of 1947), Article 102 or Article 103-2 or Article 104, paragraph (1) (limited to the part pertaining to the provisions of Article 102 or Article 103-2) of the Employees' Pension Insurance Act (Act No. 115 of 1954), the first sentence of Article 46 or Article 48, paragraph (1) (limited to the part pertaining to the provisions of the first sentence of Article 46) of the Act on the Collection, etc. of Insurance Premiums of Labor Insurance (Act No. 84 of 1969) or Article 83 or Article 86 (limited to the part pertaining to the provisions of Article 83) of the Employment Insurance Act (Act No. 116 of 1974) for whom five years have yet to pass since the date on which he/she finished serving the sentence or ceased to be subject to its enforcement;

(v) an adult ward, a person under curatorship or a person who received an order of commencement of bankruptcy proceedings whose rights have not been restored;

(vi) a person whose approval for intern training was rescinded pursuant to the provisions of Article 16, paragraph (1) of the Act on the Appropriate Implementation of Technical Intern Training for Foreign Nationals and Protection of Technical Intern Trainees (Act No. 89 of 2016; hereinafter referred to as the "Technical Intern Training Act") for whom five years have yet to pass since the date of said rescission;

(vii) where a person whose approval for intern training was rescinded pursuant to the provisions of Article 16, paragraph (1) of the Technical Intern Training Act is a corporation, a person who was actually the officer (meaning a member, director or executive officer who executes operations or a person equivalent thereto; including a person who is recognized as having the same or more control than a member, director or executive officer who executes operations or a person equivalent thereto, irrespective of whether said person bears the name of a consultant, advisor or any other title; the same applies in (xii)) of said corporation as of the time when a matter that provided a cause of said rescission occurred for whom five years have yet to pass since the date of said rescission;

(viii) a person who committed a wrongful or extremely unjust act in relation to a law or regulation on immigration or labor within the past five years;

(ix) a person who committed a wrongful or extremely unjust act in light of these Guidelines within the past five years;

(x) an organized crime group member provided in Article, 2, item (vi) of the Act on Prevention of Unjust Acts by Organized Crime Group Members (hereinafter referred to as an "organized crime group member" in (x)) or a person for whom five years have yet to pass since the date on which he/she ceased to be an organized crime group member (referred to as an "organized crime group member, etc." in (xiii));

(xi) a minor without the same legal capacity to act as an adult in relation to business whose statutory agent falls under any of (i) to (x) and (xii);

(xii) a corporation whose officers include a person who falls under any of (i) to (xi); and

(xiii) a person whose business activities are controlled by an organized crime group member, etc.;

(3) not forcing a corresponding number of workers engaging in the operations, in which the agricultural management body receiving dispatch has the accepted foreigner for agricultural support engage, to involuntarily leave the job;

(4) giving appropriate consideration to the working hours, breaks, and holidays of the foreigner for agricultural
support;
(5) in the case of having the foreigner for agricultural support live in a residence possessed by the agricultural
management body receiving dispatch, giving appropriate consideration to the living environment in said
residence;
(6) making appropriate response in relation to a report under the provisions of No. 8;
(7) where the Appropriate Acceptance Management Council conducts a site investigation under the provisions
of No. 11, not precluding it; and
(8) taking measures necessary to comply with the provisions of laws and regulations that are necessary for the
appropriate implementation of the Project, such as the Immigration Control and Refugee Recognition Act
(Cabinet Order No. 319 of 1951), the Labor Standards Act (Act No. 49 of 1947), and the Worker Dispatch
Act.

2. When concluding a worker dispatch contract pertaining to provision of agricultural support activities by a
foreigner for agricultural support with an agricultural management body receiving dispatch, a specified
organization must clearly specify the specific content of the agricultural support activities which the foreigner
for agricultural support conducts at the agricultural management body receiving dispatch. In doing so, the
content of agricultural support activities must principally involve farming. In addition, the specified
organization must take measures necessary to comply with the provisions of laws and regulations that are
necessary for the appropriate implementation of the Project, such as the Immigration Control and Refugee
Recognition Act, the Labor Standards Act, and the Worker Dispatch Act, as a dispatching business operator.

3. In addition to the cases provided in Article 28 of the Worker Dispatch Act, where an agricultural management
body receiving dispatch commits an inappropriate act in light of these Guidelines, a specified organization
must suspend dispatch of workers to said agricultural management body receiving dispatch or cancel the
worker dispatch contract concluded with said agricultural management body receiving dispatch. In addition,
where a specified organization is requested to take measures for rectification by the Appropriate Acceptance
Management Council under the provisions of No. 10, paragraph 5 or No. 11, paragraph 2, if it requests an
agricultural management body receiving dispatch to take said measures or any other necessary measures, it
must take necessary and appropriate measures, such as temporary suspension of dispatch of workers to said
agricultural management body receiving dispatch, during the period until completion of a report to the
Appropriate Acceptance Management Council under the provisions of the relevant paragraph.

No. 8 Report to Specified Organization

1. A specified organization must have an agricultural management body receiving dispatch make a report on the
following matters at least every three months, in addition to the notice provided in Article 42, paragraph (3)
of the Worker Dispatch Act:
(1) the status of employment of Japanese employees engaging in the operations equivalent to those in which
foreigners for agricultural support are engaged during the reporting period;
(2) the status of working of foreigners for agricultural support and Japanese employees engaging in the
operations equivalent to those in which foreigners for agricultural support are engaged during the reporting
period;
(3) the number of complaints or consultations received from foreigners for agricultural support during the reporting period and the content thereof;
(4) the status of securing of working conditions; and
(5) the status of securing of safety and health.

2. In the following cases, a specified organization must have an agricultural management body receiving dispatch promptly make a report:

(1) the case where the agricultural management body receiving dispatch ceased to fall under the items of No. 7, paragraph 1;
(2) the case where a ground for which it becomes difficult for the agricultural management body receiving dispatch to continue the worker dispatch contract with the specified organization arose (including the case where a foreigner for agricultural support became missing);
(3) the case where a serious problem occurred in relation to a foreigner for agricultural support or agricultural support activities by a foreigner for agricultural support; and
(4) any other cases where a report is necessary for the proper and reliable implementation of the Project.

3. Beyond what is set forth in the preceding paragraphs, where a specified organization receives a request from the Appropriate Acceptance Management Council or a specified organization finds it necessary, it must have an agricultural management body receiving dispatch promptly make a report on the status of implementation of the Project and other necessary matters.

No. 9 Report to the Appropriate Acceptance Management Council

1. A specified organization must make a report on the following matters to the Appropriate Acceptance Management Council once a month in the separately specified form:

(1) the number of agricultural management bodies receiving dispatch during the reporting period and the locations thereof; and
(2) the status of dispatch of foreigners for agricultural support during the reporting period.

2. A specified organization must make a report on the following matters to the Appropriate Acceptance Management Council at least every three months in the separately specified form:

(1) the status of employment of foreigners for agricultural support and Japanese employees engaging in the operations equivalent to those in which foreigners for agricultural support are engaged during the reporting period;
(2) the status of working of foreigners for agricultural support and Japanese employees engaging in the operations equivalent to those in which foreigners for agricultural support are engaged during the reporting period;
(3) the status of provision of agricultural support activities by foreigners for agricultural support and Japanese employees engaging in the operations equivalent to those in which foreigners for agricultural support are engaged during the reporting period;
(4) the status of provision of training, information, and any other necessary support to foreigners for agricultural support;
(5) the number of complaints or consultations received from foreigners for agricultural support and
agricultural management bodies receiving dispatch during the reporting period and the content thereof;
(6) the status of securing of working conditions;
(7) the status of securing of safety and health; and
(8) the status of subscription of employment insurance, workers' accident compensation insurance, health insurance, and employees' pension insurance.

3. A specified organization must promptly make a report to the Appropriate Acceptance Management Council in the following cases:
(1) the case where there is any change in a matter applied pursuant to the provisions of No. 4 (including the case where the specified organization newly employs a foreigner for agricultural support and the case where a foreigner for agricultural support leaves the specified organization);
(2) the case where the specified organization ceases to comply with any of the Standards for Specified Organizations;
(3) the case where a ground for which the specified organization becomes unable to continue to employ a foreigner for agricultural support (including the case where a foreigner for agricultural support became missing) arose;
(4) the case where a serious problem occurred in relation to a foreigner for agricultural support or agricultural support activities by a foreigner for agricultural support;
(5) the case where temporary suspension of dispatch of workers, etc. under the provisions of No. 7, paragraph 3 occurred; and
(6) any other cases where a report is necessary for the proper and reliable implementation of the Project.

4. Beyond what is set forth in the preceding paragraphs, where a specified organization receives a request from the Appropriate Acceptance Management Council, it must promptly make a report on the status of implementation of the Project and other necessary matters according to said request.

**No. 10 Periodic Guidance and Audit to Specified Organizations**

1. A specified organization must receive periodic guidance by the Appropriate Acceptance Management Council in relation to the content of report, etc. referred to in No. 9 at its head office or directly-managed place of business where it employs a foreigner for agricultural support at least once a year.
2. A specified organization must receive audit by the Appropriate Acceptance Management Council in relation to the following matters at its head office or directly-managed place of business where it employs a foreigner for agricultural support at least once a year:
   (1) matters concerning provision of appropriate agricultural support activities;
   (2) matters concerning securing of appropriate working conditions (including securing of the amount of remuneration that is the same or more than the amount of the remuneration given in the case where a Japanese national engages in equivalent agricultural support activities under the provisions of No. 5, paragraph 3);
   (3) matters concerning securing of safety and health;
   (4) matters concerning purchase of employment insurance, workers' accident compensation insurance, health insurance, and employees' pension insurance;
(5) matters concerning compliance with the Immigration Control and Refugee Recognition Act; and
(6) other matters that the Appropriate Acceptance Management Council recognizes as necessary.

3. Beyond what is set forth in the preceding paragraph, where the Appropriate Acceptance Management Council
determines it necessary based on the content of report referred to in No. 9 or the result of periodic guidance
referred to in paragraph 1, etc., a specified organization must receive audit according to the preceding
paragraph.

4. Where a specified organization receives a request from the Appropriate Acceptance Management Council in
the course of periodic guidance under the provisions of paragraph 1 or audit under the provisions of paragraph
2 or 3, it must give explanations about the matters pertaining to the periodic guidance or audit by presenting
a document or by any other appropriate method.

5. Where the Appropriate Acceptance Management Council requests a specified organization to take measures
for rectification with a time limit set from the perspective of the proper and reliable implementation of the
Project in the course of periodic guidance under the provisions of paragraph 1 and audit under the provisions
of paragraphs 2 and 3, said specified organization must take said measures for rectification within said time
limit and make a report on the content of the measures to the Appropriate Acceptance Management Council.

No. 11 Site Investigations on Agricultural Management Bodies Receiving Dispatch

1. Where the Appropriate Acceptance Management Council determines it necessary to conduct a site
investigation to confirm the content of report, etc. referred to in No. 9, a specified organization must have the
relevant agricultural management body receiving dispatch receive a site investigation by the Appropriate
Acceptance Management Council.

2. Where the Appropriate Acceptance Management Council requests a specified organization to take measures
for rectification with a time limit set from the perspective of the proper and reliable implementation of the
Project as a result of a site investigation referred to in the preceding paragraph, said specified organization
must take said measures for rectification within said time limit in collaboration with the relevant agricultural
management body receiving dispatch and make a report on the content of the measures to the Appropriate
Acceptance Management Council.

No. 12 Protection of Foreigners for Agricultural Support

1. A specified organization must provide complaint handling and consultation services for foreigners for
agricultural support and establish a system that realizes appropriate handling, and also set a mechanism for
protecting foreigners for agricultural support in response to cases such as where a foreigner for agricultural
support is unjustly treated at an agricultural management body receiving dispatch.

2. A specified organization must neither dismiss nor otherwise unfavorably treat a foreigner for agricultural
support on the grounds that he/she filed a complaint or received consultation service pursuant to the provisions
of the preceding paragraph.
No. 13 Measures to Secure Traveling Expense for Returning Home and Other Provisions for Securing Returning Home

1. Where a foreigner for agricultural support is unable to pay traveling expense for returning home due to an unavoidable reason, such as a disease, the specified organization must bear said traveling expense.

2. A specified organization must take necessary measures to ensure that traveling expense for returning home is secured when the specified organization is unable to bear said traveling expense for returning home due to an unavoidable reason, such as a bankruptcy, in the case referred to in the preceding paragraph, for example, by concluding an agreement with other specified organizations.

3. A specified organization must not have a relevant foreigner for agricultural support bear traveling expense for returning home provided in the preceding two paragraphs by deduction of wage, etc.

No. 14 Measures in the Case Where the Employment of Foreigners for Agricultural Support Can No Longer be Maintained

Where a specified organization ceases to comply with the Standards for Specified Organizations or any other case where it became unable to continue to employ a foreigner for agricultural support due to a reason attributable to itself, if the foreigner for agricultural support is not liable therefor and wishes to continue to stay in Japan based on the Project, it shall make efforts to secure a new specified organization that accepts said foreigner for agricultural support.

No. 15 Mutual Collaboration among Specified Organizations

Specified organizations shall make efforts to establish a council consisting of all specified organizations in order to ensure the smooth and reliable implementation of the Project, including the smooth implementation of measures provided in the provisions of No. 13, paragraph 2 and No. 14.