Agreement Concerning Foreign Shipbuilding Worker Acceptance Program

 (Model Agreement)

[“Sending Organization name”] in [“country name”] (hereinafter referred to as the “Sending Organization”) and [“Organization name supervising Foreign Shipbuilding Worker and Accepting Company”] in Japan (hereinafter referred to as the “Designated Supervising Organization”) hereby conclude an agreement (hereinafter referred to as the “Agreement”) on the Foreign Shipbuilding Worker Acceptance Program to be implemented by the Designated Supervising Organization and Accepting Shipbuilding Company for Foreign Shipbuilding Workers to be sent by the Sending Organization in accordance with the provisions of laws and regulations in both countries under the following terms and conditions.

Chapter 1 General Provisions

(Objective)

Article 1 This Agreement aims to ensure an appropriate and smooth implementation of the Foreign Shipbuilding Worker Acceptance Program which is designed to accept readily available Foreign Shipbuilding Workers as a fixed-term urgent measure.

(Definition)

Article 2 The term used in this Agreement shall follow the definitions in the Public Notice on Foreign Shipbuilding Worker Acceptance Program (Ministry of Land, Infrastructure, Transport and Tourism Public Notice No. [“notice number”] of 2014).

Chapter 2 Basic Framework of Foreign Shipbuilding Worker Acceptance Program

(Period of Stay in Japan)

Article 3 The period of stay in Japan cannot exceed two years (in case of Foreign Shipbuilding Workers who has gone back to their countries of origin or residence more than one year ago after completing the Shipbuilding Technical Intern Training Program, said period cannot exceed three years).

(Designated Shipbuilding Activity)

Article 4 The Designated Shipbuilding Activity shall be appropriately implemented based on Appropriate Supervision Plan which is collaboratively formulated by the Designated Supervising Organization and the Accepting Shipbuilding Company.

2. The Designated Shipbuilding Activity shall be implemented under the responsibility and supervision of the Designated Supervising Organizations by clarifying the roles of the Designated Supervising Organization and the Accepting Shipbuilding Company.

(Supervisory Instructor and Daily Life Advisor)

Article 5 In connection with the job categories and works in which Foreign Shipbuilding Workers intend to engage, the Accepting Shipbuilding Company shall place Supervisory Instructors as full-time staff members who have work experience of at least five years and, also Daily Life Advisors who follow the life of Foreign Shipbuilding Workers and engage in consultation and guidance to them.

2. The Designated Supervising Organization shall make effort to brush up Supervisory Instructors and Daily Life Advisers of the Accepting Shipbuilding Company so that they can give their proper guidance respectively.

(Requirements of Foreign Shipbuilding Workers)

Article 6 Those who intend to be Foreign Shipbuilding Workers shall meet all of the following requirements.

(1) The worker has participated in the Shipbuilding Technical Intern Training Program for approximately two years.

(2) The worker has a history of good conduct during the Technical Internship.

Chapter 3 Employment Placement-related Operation

(Employment Placement by Business Tie-up of Sending Organization and Designated Supervising Organization)

Article 7 In order to carry out the Foreign Shipbuilding Worker Accepting Program smoothly, the Sending Organization and the Designated Supervising Organization shall tie-up pursuant to the provisions of the laws and regulations in both countries, carry out operation of employment placement in line with their roles and duties properly and cooperate with each other in the program starting from recruitment of the persons who wish to be Foreign Shipbuilding Workers (hereinafter referred to as the “Foreign Shipbuilding Worker Candidates”), selection of the Foreign Shipbuilding Worker Candidates (job seekers), maintenance of the Accepting Shipbuilding Companies which wish to accept Foreign Shipbuilding Workers (person seekers), response to and provision of information for consultation from the Foreign Shipbuilding Worker Candidates (job seekers)and the Accepting Shipbuilding Companies(person seekers), and matching of the Foreign Shipbuilding Worker Candidates (job seekers) and the Accepting Shipbuilding Companies (person seekers), etc. to conclusion of employment contracts pursuant to the provisions specified in Article 8 to Article 12.

(Roles and Duties of Sending Organization and Designated Supervising Organization in Employment Placement)

Article 8 The Sending Organization shall assume the following roles and duties.

(1) To recruit the Foreign Shipbuilding Worker Candidates (job seekers) and to receive their application.

(2) To select the Foreign Shipbuilding Worker Candidates (job seekers) who fulfill the requirements specified in the Article 6, and to make a job seeker list of selected Foreign Shipbuilding Worker Candidates (job seekers) and keep it in faith.

(3) To send the job seeker list specified in the preceding item (2) to the Designated Supervising Organization and provide the Designated Supervising Organization with other related information.

(4) To explain the details of the Foreign Shipbuilding Worker Accepting Program based on this Agreement to the Foreign Shipbuilding Worker Candidates (job seekers) and to respond to their consultation.

(5) To indicate information concerning Accepting Shipbuilding Companies (person seekers) and recruitment conditions including working conditions submitted by Accepting Shipbuilding Companies (person seekers), explain it to Foreign Shipbuilding Worker Candidates (job seekers) so that they can fully understand such conditions and to manage information on these recruitments.

(6) To take proper measures to match Foreign Shipbuilding Worker Candidates (job seekers) and Accepting Shipbuilding Companies (person seekers) by the method agreed after negotiation and consultation with the Designated Supervising Organization.

(7) To know the results of matching of Foreign Shipbuilding Worker Candidates (job seekers).

2. The Designated Supervising Organization shall assume the following roles and duties.

(1) To invite recruitment of Accepting Shipbuilding Companies (person seekers) and to accept employment offers.

(2) To confirm and maintain Accepting Shipbuilding Companies (person seekers), to make a person seeker list, and to keep it in faith.

(3) To send the person seeker list specified in the preceding item (2) to the Sending Organization and to provide the Sending Organization with other related information.

(4) To explain the details of the Foreign Shipbuilding Worker Accepting Program based on this Agreement to Accepting Shipbuilding Companies (person seekers) and to respond to their inquiry.

(5) To provide Accepting Shipbuilding Companies (person seekers) with the job seeker list pertaining to Foreign Shipbuilding Worker Candidates (job seekers), and to keep it in faith.

(6) To take proper measures to match Foreign Shipbuilding Worker Candidates (job seekers) and Accepting Shipbuilding Companies (person seekers) by the method agreed after negotiation and consultation with the Sending Organization.

(7) To know the results of employment by Accepting Shipbuilding Companies (person seekers).

(Support of Sending Organization and Designated Supervising Organization)

Article 9 The Sending Organization and the Designated Supervising Organization shall take proper measures subject to the negotiation and consultation about necessary supports so that an agreement can be reached smoothly toward conclusion of employment contracts between Accepting Shipbuilding Companies (person seekers) and Foreign Shipbuilding Worker Candidates (job seekers).

(Consent of Job Seekers and Person Seekers)

Article 10 The Sending Organization and the Designated Supervising Organization shall obtain consent of the targeted Foreign Shipbuilding Worker Candidates (job seekers) and Accepting Shipbuilding Companies (person seekers) in advance in connection with employment placement under the business tie-up of both parties.

(Confidentiality)

Article 11 The Sending Organization and the Designated Supervising Organization shall use personal information obtained pursuant to the provisions of this Chapter only for employment placement under the business tie-up of both parties, manage it properly and be responsible for confidentiality of such information.

(Share of Expenses for Employment Placement)

Article 12 In connection with necessary expenses in carrying out employment placement under the business tie-up of the Sending Organization and the Designated Supervising Organization (hereinafter referred to as the “Expenses for Employment Placement”), both parties shall decide expense bearers and burden ratio between them after consultation based on the roles and duties specified in the provisions of this Chapter.

2. The Expenses for Employment Placement set forth in the preceding paragraph shall be settled separately by clearly being distinguished from Management Expenses for Sending Foreign Shipbuilding Workers set forth in the Article 23, Miscellaneous Expenses Required for Sending Foreign Shipbuilding Workers set forth in the Article 24 and Expenses for Supervision of Foreign Shipbuilding Workers set forth in the Article 25.

3. Any of the expenses that the Designated Supervising Organization is supposed to bear pursuant to the provisions of the above paragraph 1 shall not be collected from the Foreign Shipbuilding Worker Candidates (job seekers) and Accepting Shipbuilding Companies (person seekers).

(Selection of Foreign Shipbuilding Workers)

Article 13 Through employment placement set forth in this Chapter, the Foreign Shipbuilding Worker Candidates (job seekers) shall become Foreign Shipbuilding Workers by concluding employment contracts with Accepting Shipbuilding Companies (person seekers) and completing procedures of entry into Japan or procedures relating to change of status of residence.

Chapter 4 Treatment of Foreign Shipbuilding Workers

(Treatment of Foreign Shipbuilding Workers)

Article 14 Treatment of Foreign Shipbuilding Workers shall be as follows.

(1) Foreign Shipbuilding Workers shall engage in Designated Shipbuilding Activities under the employment contract with the Accepting Shipbuilding Company and the said employment contract shall be concluded in connection with procedures of entry into Japan and become effective at the time of start of Designated Shipbuilding Activities. In addition, notification of Employment Terms and Conditions for Foreign Shipbuilding Workers shall be delivered to them both in their own language and in Japanese when the Accepting Shipbuilding Company concludes the employment contract.

(2) The Accepting Shipbuilding Company shall pay wage to Foreign Shipbuilding Workers directly in full, on a designated day every month.
The Accepting Shipbuilding Company may deduct the amount for items such as taxes and social insurance, specifically stipulated in the laws and regulations in Japan. In addition, they may deduct the amount for items such as payment for purchase, fees for welfare facilities including company residence, intracompany saving deposit, union due, and others with clear reasons within the scope of the agreement between management and labor where such deductions are approved by both parties. However, the amount to be deducted under the said agreement shall not exceed actual expenses.

Furthermore, in case of paying wages in cash, the Accepting Shipbuilding Company shall provide Foreign Shipbuilding Workers with the wage payment details and collect seal or receipt signature from Foreign Shipbuilding Workers for the payroll book. In case of bank transfer, the Accepting Shipbuilding Company shall conclude an agreement on bank transfer between management and labor, obtain consent of Foreign Shipbuilding Workers and provide them with the wage payment details.

In addition, if business trip expenses occur in Japan during the period of Designated Shipbuilding Activities, the Accepting Shipbuilding Company shall pay allowances including business trip expenses to Foreign Shipbuilding Workers pursuant to the provisions of the rules of the Accepting Shipbuilding Company.

(3) In connection with accommodation during the period of Designated Shipbuilding Activities, the Designated Supervising Organization or the Accepting Shipbuilding Company shall secure and provide it to Foreign Shipbuilding Workers free of charge or with charge.

(4) Designated working hours during the period of Designated Shipbuilding Activities shall, in principle, not exceed 40 hours a week and not exceed eight hours a day except for break. If, however, an agreement between management and labor is concluded, the Accepting Shipbuilding Company may let Foreign Shipbuilding Workers work overtime and on holidays within the scope of such agreement. When they work overtime and on holidays, the Accepting Shipbuilding Company shall pay extra wages. In addition, even in cases where the Accepting Shipbuilding Company let Foreign Shipbuilding Workers work overtime, on holidays or at midnight, the Accepting Shipbuilding Company shall consider circumstances so that Foreign Shipbuilding Workers may not work for long hours in terms of health maintenance, etc. for Foreign Shipbuilding Workers and establish a system where the Accepting Shipbuilding Company can guide Foreign Shipbuilding Workers.

(Prohibition of Collection of Deposit)

Article 15 The Sending Organization, the Designated Supervising Organization, or the Accepting Shipbuilding Company (hereinafter in this Article referred to as the “Sending Organization, etc.”) shall not collect deposit from Foreign Shipbuilding Workers or their spouse, direct relatives or relatives living together and any other persons who have close relationship with Foreign Shipbuilding Workers in social life (hereinafter in this Article referred to as the “Foreign Shipbuilding Workers, etc.”) in connection with Designated Shipbuilding Activities in which said Foreign Shipbuilding Workers engage in Japan.

2. In connection with Designated Shipbuilding Activities in which Foreign Shipbuilding Workers engage in Japan, the Sending Organization, etc. shall not control money and other properties of the said Foreign Shipbuilding Workers, etc. under any nominal terms whatsoever, and shall not plan to do so until completion of the said Designated Shipbuilding Activities.

3. The Sending Organizations, etc. shall not conclude an agreement with Foreign Shipbuilding Workers, etc. on payment of penalty concerning non-performance of the employment contract and on unfair transfer of any other money or properties, and shall not plan to do so until completion of the said Designated Shipbuilding Activities.

(Suspension of Designated Shipbuilding Activities)

Article 16 If a Foreign Shipbuilding Worker corresponds to any of the followings, the Sending Organization, the Designated Supervising Organization, and the Accepting Shipbuilding Company shall inquire circumstances from the Foreign Shipbuilding Worker himself/herself, consult with one another and then may suspend the Designated Shipbuilding Activities of the said Foreign Shipbuilding Worker, and have him/her return home.

(1) In case of violation of Article 6.

(2) In case of violation of Article 20 (4).

(3) In case where, due to circumstances attributable to the said Foreign Shipbuilding Worker himself/herself, continuation of the Designated Shipbuilding Activity is difficult or improper.

(Temporary Return of Foreign Shipbuilding Workers)

Article 17 In connection with temporary return to their home countries of Foreign Shipbuilding Workers during their stay in Japan, temporary return within [the number of days] shall be permitted when the Designated Supervising Organization and the Accepting Shipbuilding Company find it appropriate to do so and it is done by special re-entry permission procedures (or the Regional Immigration Bureau permits re-entry into Japan).
In addition, as to expense bearers, the Foreign Shipbuilding Workers, the Sending Organization, the Designated Supervising Organization, or the Accepting Shipbuilding Company shall consult and decide who shall bear it according to the reasons for temporary return.

Chapter 5 Roles and Duties of Sending Organization and Designated Supervising Organization

(Roles and Duties of the Sending Organization)

Article 18 The Sending Organization shall assume the following roles and duties in addition to those specified in each article of this Agreement.

(1) Placement of a person in charge of management or communication concerning the Foreign Shipbuilding Worker Accepting Program.

(2) Implementation of legal procedures to the authority in their own country concerning entry to and stay in Japan of Foreign Shipbuilding Workers.

(3) Selection of Foreign Shipbuilding Worker Candidates specified in the Chapter 3.

(4) Implementation of medical examination (including dental examination) and notification of the result of examination to the Designated Supervising Organization.

(5) Implementation of orientation before dispatch.

(6) Preparation of documents necessary for entry into and stay in Japan.

(7) Coordination with the Designated Supervising Organization and any other work necessary to smooth promotion of the Foreign Shipbuilding Worker Accepting Program.

(Roles and Duties of Designated Supervising Organization)

Article 19 The Designated Supervising Organization shall assume the following roles and duties in addition to those specified in each article of this Agreement.

(1) Placement of a person in charge of management or communication concerning the Foreign Shipbuilding Worker Accepting Program.

(2) Implementation of legal procedures to the Japanese government for Foreign Shipbuilding Workers’ entry and stay in Japan. It does not prevent, however, the Accepting Shipbuilding Company from taking procedures for their stay in Japan.

(3) Securing of facilities for accommodation for the Foreign Shipbuilding Worker. It includes, however, the case where the Accepting Shipbuilding Company secures accommodation.

(4) Formulation of Appropriate Supervision Plan together with Accepting Shipbuilding Company.

(5) Supervision and guidance of proper Designated Shipbuilding Activities implementation at the Accepting Shipbuilding Company based on the Appropriate Supervision Plan.

(6) Supervision and guidance for the Accepting Shipbuilding Company (excluding those specified the preceding item (5)).

(7) Proper response to various consultations from Foreign Shipbuilding Workers.

(8) Securing of new Accepting Shipbuilding Company in the cases where it becomes difficult to continue Designated Shipbuilding Activities due to the reasons not attributable to the Foreign Shipbuilding Workers including bankruptcy of the Accepting Shipbuilding Company (only when the Foreign Shipbuilding Workers wish to continue Designated Shipbuilding Activities).

(9) Any other work necessary to promote the Foreign Shipbuilding Worker Accepting Program smoothly including coordination with the Sending Organization.

\* Contain Article 20 (2) and Article 21 depending on the status of technical transfer of the intended Foreign Shipbuilding Workers.

(Guidance of Matters to Be Observed by Foreign Shipbuilding Workers)

Article 20 The Sending Organization shall exert effort to ensure that Foreign Shipbuilding Workers observe the following matters during their stay in Japan. In addition, the Sending Organization shall cooperate with the Designated Supervising Organization and the Accepting Shipbuilding Company and guide such Foreign Shipbuilding Workers so that they can observe these matters during their stay in Japan.

(1) They shall complete Designated Shipbuilding Activities in a faithful attitude in accordance with guidance of Supervisory Instructor and Daily Life Advisor.

(2) They shall make effective use of the Skills acquired in Japan during their technical intern trainings at their workplace after they return home and contribute to development of industries in their countries.

(3) They shall stay in Japan alone and shall not invite their families to live together.

(4) They shall not engage in any other activities to earn income or reward than that admitted by the status of residence.

(5) During stay in Japan, they shall keep their passports on their own responsibility and take the resident card along.

(6) They shall return home as soon as they complete their Designated Shipbuilding Activities.

(Follow-up after Return Home)

Article 21 In cooperation with the Sending Organization, the Designated Supervising Organization shall make a follow-up survey to see if the Foreign Shipbuilding Workers are using the Skills acquired in Japan during their technical intern trainings after their return home.

2. The Sending Organization shall compile the survey results as to whether they are using the Skills acquired in Japan during their technical intern trainings in [“country name”] and report them to the Designated Supervising Organization or the Accepting Shipbuilding Company.

(Measures Concerning Accidents/Crimes/Runaway)

Article 22 In cases where accident, crimes, and runaway concerning Foreign Shipbuilding Workers occur, the Designated Supervising Organization shall immediately report the facts to the Sending Organization and, at the same time, shall take proper measures after consultation with the Sending Organization in compliance with the laws and regulations in Japan.

Chapter 6 Expense Burden, etc.

(Breakdown of Management Expenses for Sending Foreign Shipbuilding Workers)

Article 23 In promoting the Foreign Shipbuilding Worker Accepting Program, the expenses that the Sending Organization needs (hereinafter referred to as the “Management Expenses for Sending Foreign Shipbuilding Workers” except for miscellaneous expenses specified in the following Article and Expenses for Employment Placement as to screening and selection of the Foreign Shipbuilding Worker Candidates) are as follows.

(1) The expenses that the Sending Organization needs to prepare medical examination and dental examination to be made by such organization before the Sending Organization dispatch Foreign Shipbuilding Worker Candidates and any other expenses accompanied by the said examination.

(2) The expenses that the Sending Organization needs for communication with or consultation with the companies in sending countries or the Designated Supervising Organization.

(3) The expenses that the Sending Organization needs for dispatch of its staff members to Japan to consult with Foreign Shipbuilding Workers and to assist them (including expenses for measures in case Foreign Shipbuilding Workers are involved in accidents).

(4) Any other expenses incurred by the Sending Organization for promotion of this Program.

(Miscellaneous Expenses Required for Sending Foreign Shipbuilding Workers)

Article 24 The Miscellaneous Expenses Required for Sending Foreign Shipbuilding Workers in addition to the expenses specified in the preceding Article are as follows.

(1) Expense for medical and dental examination.

(2) Passport and visa application fees.

(3) Expenses for domestic trip in [“country name”] before dispatch to Japan and after returning from Japan.

(4) Any other expenses incurred by the Sending Organization in [“country name”] in connection of sending Foreign Shipbuilding Workers.

(Breakdown of Expenses for Supervision of Foreign Shipbuilding Workers)

Article 25 In promoting the Foreign Shipbuilding Worker Accepting Program, the expenses that the Designated Supervising Organization needs (hereinafter referred to as the “Expenses for Supervision of Foreign Shipbuilding Workers” except for Expenses for Employment Placement concerning screening and selection of the Foreign Shipbuilding Worker Candidates) are as follows.

(1) Expenses required for communication and consultation with the Sending Organization.

(2) Expenses required for selection of Accepting Shipbuilding Companies.

(3) Expenses required for preparation for accepting Foreign Shipbuilding Workers including holding of explanatory meetings in Japan.

(4) Round trip expenses specified in Article 26.

(5) Expenses to implement inspection for Accepting Shipbuilding Companies and to implement guidance for them on a visit basis.

(6) Expenses to secure accommodation.

(7) Expenses to take measures in response to consultation with Foreign Shipbuilding Workers.

(8) Expenses to visit sending countries to have a meeting and to inspect conditions on Foreign Shipbuilding Worker Accepting Program, etc.

(9) Any other expenses incurred by the Designated Supervising Organization for promotion of this program.

(Burden of Expenses)

Article 26 Out of the expenses required for the Foreign Shipbuilding Worker Accepting Program, the Management Expenses for Sending Foreign Shipbuilding Workers specified in the Article 23 and Miscellaneous Expenses Required for Sending Foreign Shipbuilding Workers specified in the Article 24 shall be borne by the Sending Organization and the Designated Supervising Organization to the degree of their proper portion after mutual consultation, and the Expenses for Supervision of Foreign Shipbuilding Workers specified in the Article 25 shall be borne by the Designated Supervising Organization and Accepting Shipbuilding Company.
For the trip expenses of Foreign Shipbuilding Workers to visit Japan for Designated Shipbuilding Activities (mean that trip expenses from the last spot where the Foreign Shipbuilding Workers leave their country to the first spot where they enter Japan), the Designated Supervising Organization and Accepting Shipbuilding Company shall bear the trip expenses.
For the trip expenses of Foreign Shipbuilding Workers to return home after completing the Designated Shipbuilding Activities (mean that trip expenses from the last spot where the Foreign Shipbuilding Workers leave Japan to the first spot where they enter their countries), the Accepting Shipbuilding Company shall bear the trip expenses when Foreign Shipbuilding Workers cannot pay for his or her own return trip, or the Designated Supervising Organization shall bear the trip expenses when Foreign Shipbuilding Company cannot pay for its worker’s return trip.

(Treatment of Management Expenses for Sending Foreign Shipbuilding Workers)

Article 27 In cases where the Designated Supervising Organization decides to bear a part of the Management Expenses for Sending Foreign Shipbuilding Workers specified in the Article 23 and Miscellaneous Expenses Required for Sending Foreign Shipbuilding Workers specified in the Article 24, the Designated Supervising Organization shall send the amount which both parties decide to be proper to the Sending Organization. In addition, in this case, the breakdown of the Management Expenses for Sending Foreign Shipbuilding Workers and Miscellaneous Expenses Required for Sending Foreign Shipbuilding Workers that the Designated Supervising Organization bears shall be notified to the Designated Supervising Organization by the Sending Organization separately.

2. The Management Expenses for Sending Foreign Shipbuilding Workers during the period of Designated Shipbuilding Activities shall be [amount of money] yen a month per person.

3. The Designated Supervising Organization shall collect the Management Expenses for Sending Foreign Shipbuilding Workers from the Accepting Shipbuilding Companies every month and send them to the Sending Organization once in [the figure] months in a lump sum.

4. In connection with treatment of the Management Expenses for Sending Foreign Shipbuilding Workers, the Designated Supervising Organization shall establish an exclusive bank account, clearly separate it from allowance for wages to be paid to Foreign Shipbuilding Workers and shall not collect such expenses from allowance for wages of Foreign Shipbuilding Workers.

Chapter 7 Miscellaneous Provisions

(Treatment of Matters Related to Job Changing of Foreign Shipbuilding Workers)

Article 28 The Sending Organization and the Designated Supervision Organization shall not treat the Foreign Shipbuilding Workers in an unfair manner for the reason that the Foreign Shipbuilding Workers intend to change job or agree to change job properly in accordance with the laws and regulations in Japan.

(Memorandum to Agreement Concerning Foreign Shipbuilding Worker Accepting Program)

Article 29 In connection with [ ] and [ ], the “Memorandum to this Agreement concerning the Foreign Shipbuilding Worker Accepting Program” to be specified separately shall apply.

(Interpretation of Agreement)

Article 30 If there is a doubt on interpretation of the Articles of this Agreement or if there is a matter not specified in this Agreement, both parties shall consult with each other and decide it in line with the purpose of the Foreign Shipbuilding Worker Accepting Program.

(Settlement of Dispute)

Article 31 In cases where a dispute arises in connection with the Foreign Shipbuilding Worker Accepting Program, the Sending Organization and the Designated Supervising Organization shall exert effort to settle it by consultation of the two parties while respecting the purpose of the Foreign Shipbuilding Worker Accepting Program and the laws and regulations in Japan, and taking into consideration of not hurting good relationship of both parties. In addition, in cases where an unavoidable trouble case occurs by any chance, it shall be settled by judgment of related ministries or the court in Japan.

(Effectiveness of Agreement)

Article 32 This Agreement shall become effective on the date of signature. In cases where guidance is given by related ministries in Japan in connection with the condition infringing on the content of this Agreement or a matter not specified in this Agreement, however, the parties concerned shall comply with it and the Designated Supervising Organization shall immediately notify the Sending Organization of the content of the said matter in writing. Thereafter, the content of the said matter shall apply in priority to this Agreement.

(Termination of Agreement)

Article 33 This Agreement shall be terminated on March 31, 2021 or cease to be effective in any of the following cases .

(1) In case where the Foreign Shipbuilding Worker Accepting Program targeted by this Agreement is completed (The termination date of this Agreement shall be the completion date of the Foreign Shipbuilding Worker Accepting Program).

(2) In case where continuance of Designated Shipbuilding Activities becomes impossible during the process of it and Foreign Shipbuilding Workers return home (In this case, the Designated Supervising Organization shall notify the Sending Organization to that effect in writing and the termination date of this Agreement shall be the sending date of such document).

IN WITNESS WHEREOF, the parties hereto have executed this Agreement both in Japanese and in the language of [“country name”] in duplicate by placing their signatures thereon, and each party shall keep one copy of the originals.

(Sending Organization) (Designated Supervising Organization)

[“country name”] [“country name”]

△△ ○○

Representative ○○ Representative ○○○○

Signature Signature

In [“country name”] on [date]