

[FY2025 edition]

Best Practices on Acceptance of Specified Skilled Workers in the Agricultural Field

Shimomura Chikusan Co., Ltd.

- Daily business management under the direction of a specified skilled worker (ii) and initiatives for visualization of career advancement –

Basic information Location: Obu City, Aichi Prefecture Livestock: Integrated production of Japanese Black Cattle from breeding to fattening at the company's own ranch, and meat processing, etc. Shipping of approximately 1,500 cattle annually within Japan and overseas Main livestock to breed: 1,190 beef cattle, 12 dairy cattle (about 4,800 cattle in the whole group) Employee composition (at the time of the questionnaire): 8 Japanese + 5 technical intern trainees and specified skilled workers (i) + 1 specified skilled worker (ii) (all Vietnamese)	
Characteristic initiatives of accepting organization: Creating a framework for career advancement (1) As for securing foreign workers, they are under pressure to raise wages due to competition with other industries. (2) While considering how to raise wages, they are currently building a framework for career advancement. (3) The framework describes the contents of work, required time, as well as the amount of salary increase for workers who become able to perform it stably.	
[Interview with the accepting organization (General Manager Nishimura of the General Affairs Department)] (1) Please tell us about the establishment of a system to record work contents and working hours for each foreign worker as an initiative for career advancement. (Background) In the past, it was possible to hire foreign workers at the minimum wage, but now it is difficult due to competition with other industries. Then, while considering how to raise wages, we are in the process of creating a framework for career advancement for employees. (Improvements so far) First, we made a list of who performs what work so that everyone can see it. This seems to have the secondary effect of eliminating the sense of unfairness in the work burden among staff. In addition, when work is delayed, other staff can cover it, and consequently, a five-day workweek shift is available for those who wish. We think this is a rare case in this industry that deals with animals. (Framework for career advancement under preparation) We are in the process of preparing a document that describes the contents of work, required time, as well as the amount of salary increase based on occupational ability and evaluation for workers who become able to perform it stably. We would like to show this to all our staff. Moreover, for foreign staff, we are also considering incorporating Japanese language requirements into this framework to encourage them to learn Japanese. We do not distinguish	

between Japanese staff and foreign staff, but we feel it is necessary to take measures to improve the motivation of foreign staff to learn Japanese.

- (2) Please tell us about Ms. Huong with the specified skilled worker (ii) status. Since there was no Specified Skilled Worker System at that time, she returned to her home country after completing the technical intern training in our company. When we heard that the Specified Skilled Worker System was going to be launched, I went to Vietnam to recruit her, but I was placed on standby because of a COVID-19 test upon arrival. For the exam for Specified Skilled Worker (ii), she studied Japanese by herself by using Japanese textbooks and other materials, and the company provided support for the equipment to print the textbooks. She passed the exam in March of this year (her third year in Japan as a specified skilled worker). Currently, she is overseeing on-site staff, including Japanese staff, in a managerial position at the site. She can direct everything the company wants to do, so we think she is truly excellent.

[Interview with Cao Thinh Huong (specified skilled worker (ii))]

- (1) Why are you working in Japan and how long are you planning to work in Japan?

→ After graduating from university, I worked in my home country for about two years. I got the N2 certificate of the Japanese Language Proficiency Test, so I wanted to work overseas to earn an income. After completing the technical training at Shimomura Chikusan, I returned to Vietnam and spent four years, but with the strong request of the President of this company, I decided to re-enter Japan and work as a specified skilled worker.

Our company produces the best beef in Japan, so I wanted to work here.

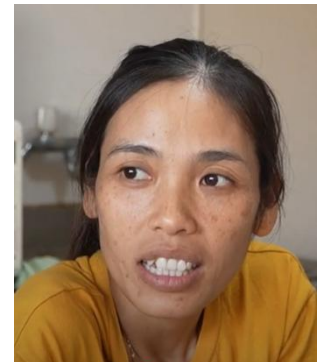


Photo of Ms. Huong

- (2) Please tell us what kind of work you do.

→ In addition to the work related to the breeding and production of Japanese black cattle, I also give advice and follow up on work and life for our employees, as I can speak both Japanese and Vietnamese. I also pay attention to the safety and health of the work because we work with animals.

- (3) Do you interact with local residents?

→ I actively participate in events held by local governments, such as Japanese language classes and badminton and cooking classes for interaction with the local community.

- (4) How did you study to pass the exam for Specified Skilled Worker (ii)?

→ I studied using the textbook on specified skilled worker (ii) in agriculture posted on the website. In my work with animals, there were parts that were difficult to understand from textbooks alone, but I looked up what I didn't understand on my smartphone and tried to understand everything.

- (5) Are you satisfied with your wages?

→ When I re-entered Japan, I had a discussion with the president and determined my salary. The basic system for foreign workers in our company is an hourly wage system, but specified skilled workers (ii) are paid monthly in the same way as Japanese workers, so I am satisfied with this.

- (6) What are your future goals, and the future plan in your home country?

→ I would like to work as long as possible and then open a restaurant in my home country. I have a husband and a child in my home country, so I would like to bring them to live together if possible.

(7) Any advice for junior colleagues?

→ The base is to study Japanese. I would also like them to participate in exchange meetings for foreigners and learn about Japanese life and culture while learning Japanese.

["Message to the people of Vietnam coming to Japan from now on" (free translation from Vietnamese)]

(1) My name is Huong. I'm from Quang Tri Province.

Japanese people are very strict, but I studied Japanese frantically for my life and work, and I got used to life in Japan. Life in Japan is really good. It's clean, and the food is safe and hygienic. People are very polite.

(2) I work for a company called Shimomura Chikusan, which has the largest scale of livestock production in Aichi Prefecture.

I think you all know "Kobe beef," but other than "Kobe beef," very famous breeds of beef with similar quality are raised in Japan. These breeds can only be raised in Japan.

(3) Agricultural work, as you all know, is very hard and demanding, but if we work hard, we can overcome anything.

It is also about learning how to work, how to live, and how to develop.

After coming to Japan, I became a technical intern trainee, and then switched my visa to a specified skilled worker (i) visa, and now I have a specified skilled worker (ii) visa. It was a long path, but now I can work with Japanese people normally.

(4) So there are a lot of opportunities. Please come to Japan if you have a chance. There are many wonderful things waiting for you.