



MEMORANDUM CIRCULAR NO. 19
Series of 2019

TO : ALL CONCERNED
SUBJECT : NO PLACEMENT FEE FOR WORKERS TO BE DEPLOYED TO JAPAN
DATE : 02 DECEMBER 2019

Pursuant to Article 32-3 of the Employment Security Act of Japan, there shall be no charging of placement fees to jobseekers who want to work in Japan except for the following cases as specified by the Ordinance of the Ministry of Health, Labour, and Welfare (Ordinance for Enforcement of the Employment Security Act):

Fees for employment placement services

- a. Certain occupations may be charged fees for employment placement services as follows:
 - i. Entertainers (musician, theater actor, performance art in broadcasting programs, movies, vaudeville, theaters, etc.)
 - ii. Models (fashion shows or other events, commercial modeling, art modeling)
 - iii. Scientists (research, planning, management, instruction of technical matters for business activities)
 - iv. Management Executives
 - v. Skilled Workers (passed the technical skill test provided by Article 44, paragraph 1 of the Human Resources Development Promotion Act {Act No. 64 of 1969} for the special grade or the first grade or any corresponding skill, and provides businesses utilizing such skill for production or other business activities)
- b. The placement fee that may be charged to these occupations may be equivalent to 10.8% of the earnings paid during the six-month period after employment (or 10.3% in case of a tax-exempt employer)

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- c. Fees may only be collected from these occupations when they have earned at least 7 million yen or more in the first year since employment.

For those workers who fall under the exceptions stated above, a maximum of one (1) month salary may be charged by private recruitment agencies as placement fee as per the Revised POEA Rules and Regulations Governing the Recruitment and Employment of Landbased Overseas Filipino Workers of 2016.

Appropriate provisions of the Revised POEA Rules and Regulations Governing the Recruitment and Employment of Landbased Overseas Filipino Workers of 2016 shall apply to violations of this Memorandum Circular.

This Circular takes effect immediately.



BERNARD P. OLALIA
Administrator

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