

Provisional translation

# **Measures to Combat Trafficking in Persons (Annual Report)**

**August 26, 2025**

**Council for the Promotion of Measures to  
Combat Trafficking in Persons**

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## **1 Introduction**

Trafficking in persons is a severe violation of human rights, and requires a prompt and appropriate response from a humanitarian perspective as trafficking in persons causes serious psychological and physical pain for the victims and recovery from such damage is very difficult. In addition, trafficking in persons is a grave crime that often crosses borders, and the strengthening of prevention and countermeasures against trafficking in persons is an urgent and common issue that should be addressed by the international community.

The government formulated the “2022 Action Plan to Combat Trafficking in Persons” (hereinafter referred to as the “2022 Action Plan”) in December 2022 in order to take appropriate actions to deal with the situation regarding measures to combat trafficking in persons, and for the government to collectively tackle trafficking in persons in a comprehensive and holistic manner. To this end, the government is taking measures in line with the 2022 Action Plan.

In tandem with social and economic changes, methods of trafficking are expected to become more sophisticated, and the situation for trafficking in persons is expected to undergo changes. Amidst this situation, in order to produce positive results in measures to combat trafficking in persons in the future, it is vital to gain information about the latest trafficking situation, and to confirm and verify the progress for various policy measures. In view of that, the 2022 Action Plan specified that an annual report will be prepared to summarize Japan’s efforts in the area of trafficking in persons, including the implementation of trafficking policy measures and the crackdown of trafficking offenses.

This annual report mainly summarizes the measures taken by relevant ministries and agencies to combat trafficking in persons in 2024 in line with the items of the 2022 Action Plan. We hope to create opportunities to widely inform the citizens of the real picture of the trafficking situation as well as to increase interest in measures to combat trafficking in persons through this report.

### **(1) Definition of “Trafficking in Persons”**

Trafficking in persons is defined as follows, according to Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (hereinafter referred to as the “Trafficking in Persons Protocol”).

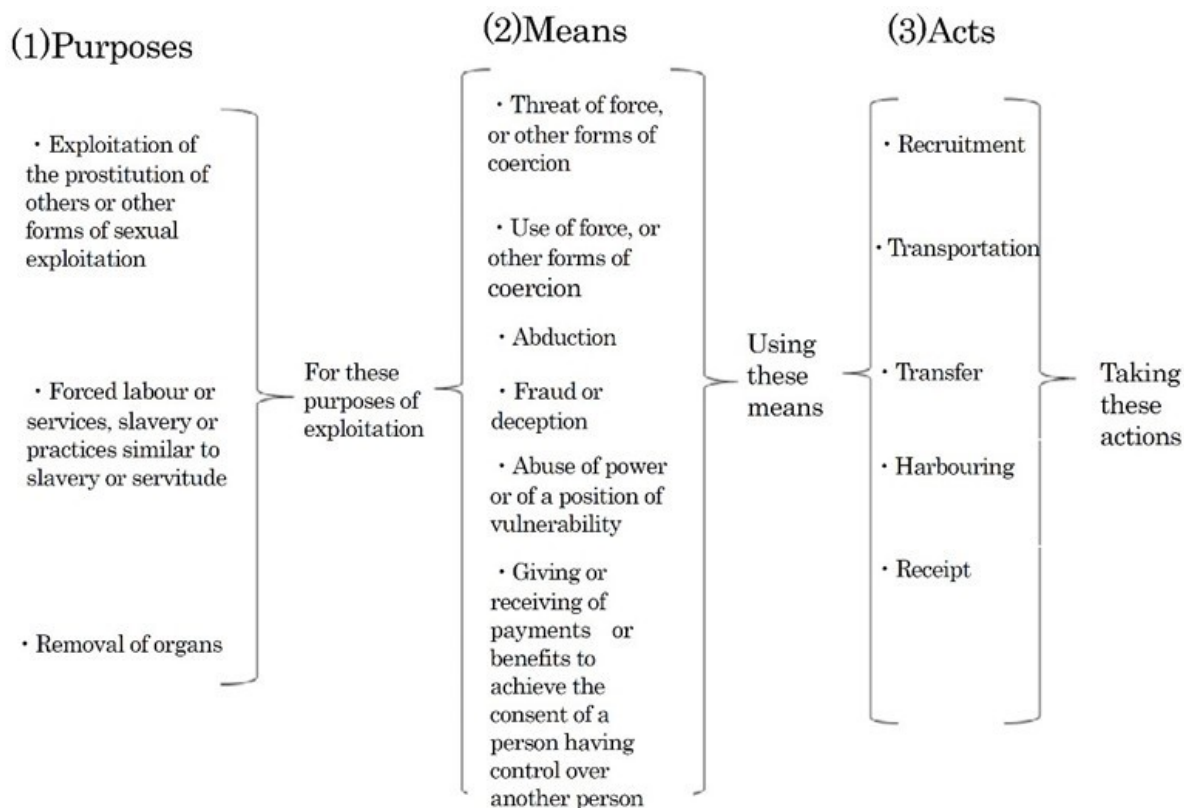
### Article 3

- (a) **“Trafficking in persons” shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs;**
- (b) **The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;**
- (c) **The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered “trafficking in persons” even if this does not involve any of the means set forth in subparagraph (a) of this article;**
- (d) **“Child” shall mean any person under eighteen years of age.**

This can be summarized briefly in the following figure 1.



[Figure 1] Definition of trafficking in persons (Article 3 of the Trafficking in Persons Protocol)



※ When a victim is a child under 18 years of age, it will be considered to be an act of trafficking in persons even if the means mentioned in (2) are not employed.

Although many of the victims are women and children, as laid out in this definition, trafficking in persons will include not only sexual exploitation such as prostitution, but also trafficking for purposes such as labor exploitation and the removal of organs. Therefore, regardless of sex or nationality, anyone could become a victim of trafficking in persons. Furthermore, the act of trafficking in persons is not limited to the “buying and selling” of persons, but also includes acts such as deceiving victims for the purpose of exploitation, or taking advantage of those in a vulnerable position and placing the victims under one’s control. In cases where methods such as force, threats, and fraud are employed, the act is considered as trafficking in persons regardless of whether or not the victim has consented to the exploitation. In addition, when a child under 18 years of age is placed under control for the purpose of exploitation, it is considered to be an act of trafficking in persons even if the above-mentioned means are not employed. Hence, trafficking in persons can take various forms.

All the acts that fall under the definition of trafficking in persons laid out in the Trafficking in Persons Protocol are stipulated as criminal offenses in Japan since 2005 when the revisions were made to the Penal Code to codify the acts that were previously not punishable under domestic law (such as Crime of Buying or Selling of Human Beings).

Furthermore, on June 15, 2017 the Act for Partial Revision of the Act on Punishment of Organized Crimes and Control of Proceeds of Crime (Act No. 67 of 2017), an implementing legislation which was necessary to conclude the United Nations Convention against Transnational Organized Crime (hereinafter referred to as the “Convention against Transnational Organized Crime”), was passed in the 193rd Diet session, and the Act entered into force on July 11, 2017. Consequently, on that day, Japan concluded the Convention against Transnational Organized Crime as well as the Trafficking in Persons Protocol, a supplementary protocol to the Convention, etc., and thus became a State Party to the Convention and the Protocol, etc.

## **(2) Framework of Japan’s measures to combat trafficking in persons**

In order to prevent and eradicate trafficking in persons and protect the victims, the government seeks to work closely with the relevant ministries and agencies, and in cooperation with the international community, put in place measures steadily and expeditiously. To that end, the government established the Inter-Ministerial Liaison Committee Regarding Measures to Combat Trafficking in Persons under the Cabinet in April 2004, which has since worked on establishing and implementing countermeasures.

However, the international community remains strongly concerned about measures to combat trafficking in persons, and Japan’s efforts in this area have also drawn the attention of the international community. Hence, the 2014 Action Plan to Combat Trafficking in Persons (hereinafter referred to as the “2014 Action Plan”) was developed at the Ministerial Meeting Concerning Measures Against Crime held on December 16, 2014. At the same time, during the Ministerial Meeting held on the same day, it was approved that the Council for the Promotion of Measures to Combat Trafficking in Persons, comprising Cabinet Ministers of relevant ministries, will be convened as necessary.

The first Council for the Promotion of Measures to Combat Trafficking in Persons was held in May 2015. The session was primarily focused on approving the annual report “Measures to Combat Trafficking in Persons,” which compiled information regarding victims of trafficking in 2014 and the initiatives of relevant ministries and agencies related to combating trafficking. It was also confirmed at the Council that efforts aimed at eliminating trafficking will continue and that initiatives based on the 2014 Action Plan will be steadily implemented. Since 2016, “Council for the Promotion of Measures to Combat Trafficking in Persons” has been held every year.

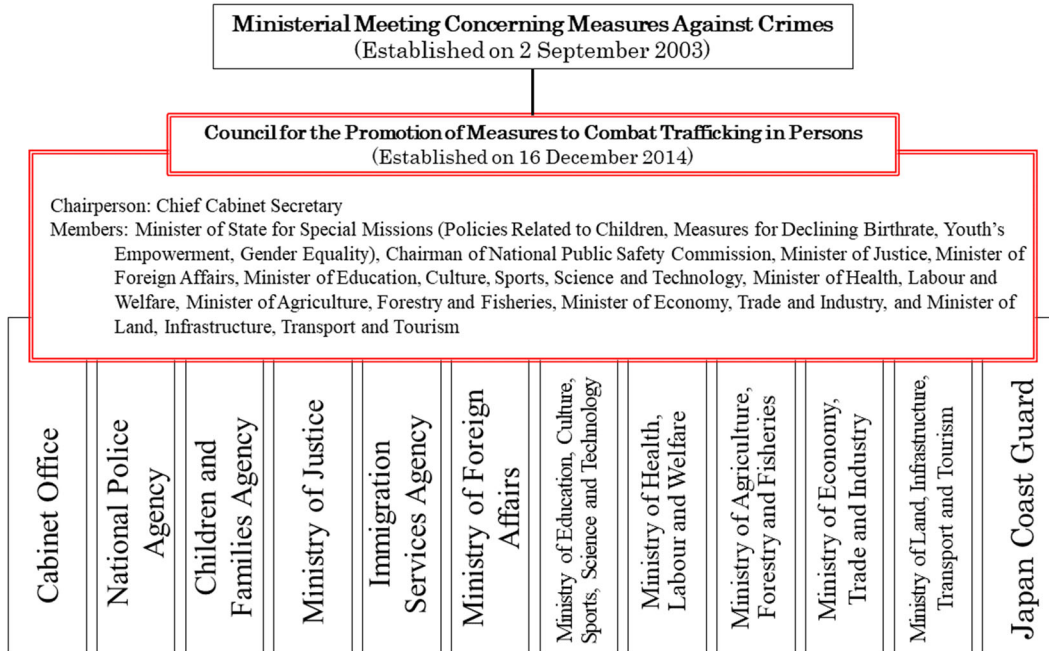
In December 2022, the government decided on the 2022 Action Plan in order to appropriately address the situation regarding measures to combat trafficking in persons and for the government to collectively tackle trafficking in persons in a comprehensive and holistic manner.

Placing the “Council for the Promotion of Measures to Combat Trafficking in Persons” at the core of these efforts, under the coordination of the Cabinet Secretariat, the Cabinet Office, the National Police Agency, the Children and Families Agency, the Ministry of Justice, the Immigration Services Agency, the Ministry of Foreign Affairs, the Ministry of Education, Culture, Sports, Science and Technology, the Ministry of Health, Labour and Welfare, the Ministry of Agriculture, Forestry and Fisheries, the Ministry of Economy, Trade and Industry, the Ministry of Land, Infrastructure, Transport and Tourism, and the Japan Coast Guard have been taking respective measures according to their own jurisdictions to eliminate trafficking in persons.

**[Table 1] Main initiatives from 2004 to 2024**

April 2004	Inter-Ministerial Liaison Committee Regarding Measures to Combat Trafficking in Persons established
December 2004	Development of the Action Plan to Combat Trafficking in Persons
December 2009	Positioning of the Inter-Ministerial Liaison Committee Regarding Measures to Combat Trafficking in Persons under the Ministerial Meeting Concerning Measures Against Crime Development of the 2009 Action Plan to Combat Trafficking in Persons at the Ministerial Meeting Concerning Measures Against Crime
June 2010	Agreement on “Methods to Deal with Trafficking in Persons (Measures for Identification of Victims)” at the Liaison Committee
July 2011	Agreement on “Methods to Deal with Trafficking in Persons (Measures for Protection of Victims)” at the Liaison Committee
December 2014	Development of the 2014 Action Plan to Combat Trafficking in Persons at the Ministerial Meeting Concerning Measures Against Crime Agreement at the Ministerial Meeting that the Council for the Promotion of Measures to Combat Trafficking in Persons will be convened as necessary under the Ministerial Meeting Concerning Measures Against Crime
May 2015	The First Council for the Promotion of Measures to Combat Trafficking in Persons held Annual report “Measures to Combat Trafficking in Persons” approved and published
May 2016 May 2017 May 2018 May 2019 May 2020 June 2021 June 2022	The Second – Eighth Council for the Promotion of Measures to Combat Trafficking in Persons held Annual report “Measures to Combat Trafficking in Persons” approved and published
December 2022	Development of the 2022 Action Plan to Combat Trafficking in Persons at the Ministerial Meeting Concerning Measures Against Crime
June 2023 July 2024	The Ninth – Tenth Council for the Promotion of Measures to Combat Trafficking in Persons held Annual report “Measures to Combat Trafficking in Persons” approved and published

**[Figure 2] Japan’s structure on measures to combat trafficking in persons**



## 2 Gaining a thorough understanding of trafficking in persons

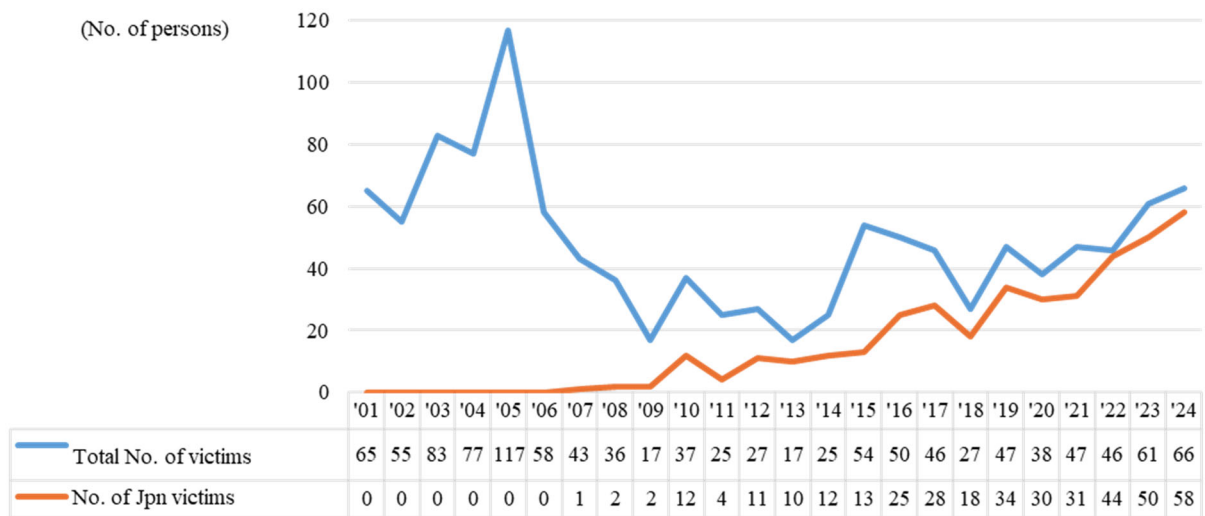
### (1) Incidence of trafficking in persons in Japan

#### i) Data relating to victims of trafficking in persons

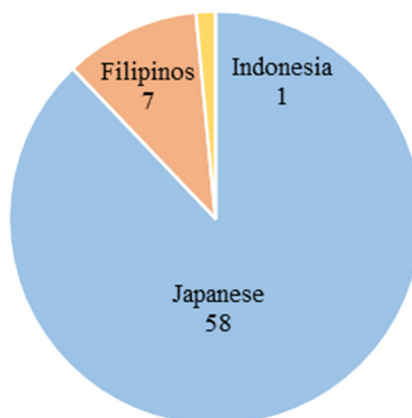
- The number of victims of trafficking in persons who were put under protection in 2024 was 66 (five more than in 2023).  
With regard to the gender of the victims, 57 were female (six more than in 2023), and nine were male (one less than in 2023).
  
- With regard to the nationality or region of the victims, 58 were Japanese (eight more than in 2023), accounting for approximately 90%.  
With regard to the nationalities of the eight non-Japanese victims, seven were Philippine nationals (four less than in 2023) and one was an Indonesian national (one more than in 2023).
  
- With regard to the status of residence of the eight foreign victims, seven were “Entertainer” (two less than in 2023) and one was a “Specified Skilled Worker” (one less than in 2023).  
The number of non-Japanese victims who were put under protection by the Immigration Services Agency in 2024 was seven. All of these victims possessed the status of residence, and all of them were permitted to change the status of residence.
  
- Of the 66 victims, 41 were minors (under 18 years of age) (four more than in 2023). By nationality or region of the victims, all were Japanese nationals.
  
- With regard to the forms of trafficking, 58 were victims of sexual exploitation (ten more than in 2023), seven were forced to work as a nightclub hostess (two less than in 2023), and one was a victim of labor exploitation other than nightclub hostess (three less than in 2023).  
Notable cases pertaining to Japanese victims were as follows: the case in which a victim was kidnapped and forced to have sexual intercourse, etc., with suspects she met via the Internet such as social media and in which a victim was assaulted and threatened or under the pretext of payment for debts, such as the receivables of a “host club” and forced into prostitution, while foreign victims had their passports confiscated and were forced to work as a hostess although they were contracted as a dancer after entering Japan with the status of residence of “Entertainer.”
  
- The number of victims who were put under protection temporarily as victims of trafficking in persons at Women’s Counseling and Support Centers in 2024 was one. The victim was provided living support, and medical care, etc.

- In 2024, 15 foreign victims were voluntarily repatriated through support from the International Organization for Migration (IOM). As a social reintegration and economic self-reliance support project, IOM provided assistance to the victims to launch a rice retail business, food delivery / tricycle service, food shop, and hardware store.

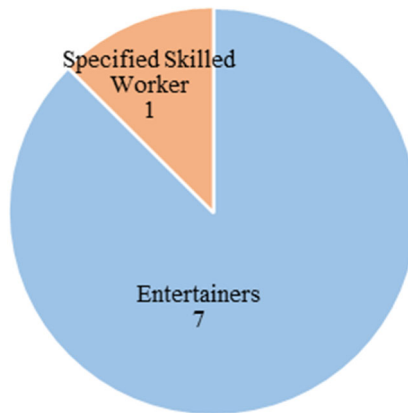
**[Figure 3] Trends in the number of victims of trafficking in persons (2001 to 2024)**



**[Figure 4] Nationalities or regions of the 66 victims**



[Figure 5] Status of residence of the eight foreign victims



**ii) Data relating to those accused of trafficking in persons**

- In 2024, 97 cases of trafficking in persons pertaining to victims of trafficking in persons put under protection by Japan were cleared (18 less than in 2023) and 58 persons were arrested for trafficking in persons (two more than in 2023).

With regard to the gender of the suspects, 51 were male (the same as in 2023), and seven were female (two more than in 2023).

- By nationality or region of the suspects, all were Japanese nationals.
- There were five brokers (five more than in 2023) and no members of organized crime groups, etc. (the same as in 2023).
- With regard to punishments, 47 of the suspects were prosecuted (including those who were sent to the family court, the same applies hereinafter) and 11 were not prosecuted due to problems with evidence, etc. Of the 47 suspects that have been prosecuted, 35 have been found guilty and 12 are still pending (as of March 31, 2025).

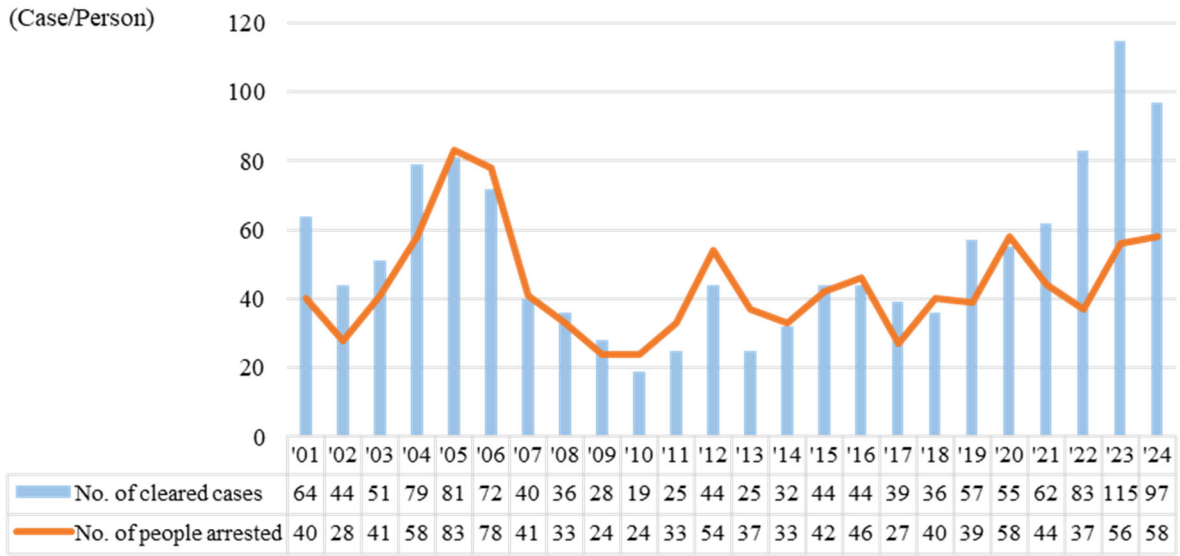
Note that of the eight persons who were said in the annual report approved in 2024 to be awaiting trial, six have been found guilty, and two are still awaiting trial (as of March 31, 2025).

The one person who was said in the annual report approved in 2023 to be awaiting trial and continued to be awaiting trial in the annual report approved in 2024 has been found guilty (as of March 31, 2025).

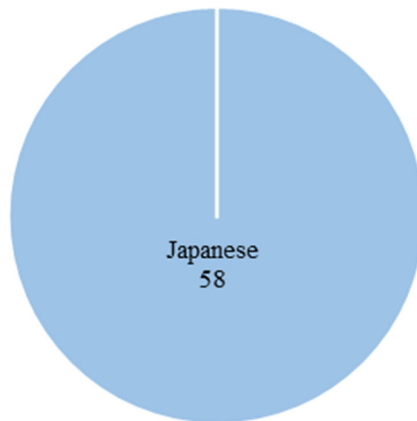
In addition, the one person who was said in the annual report approved in 2021 to be awaiting trial and continued to be awaiting trial in the annual report approved in 2024 has been found guilty (as of March 31, 2025).

- The Immigration Services Agency issued deportation orders against zero perpetrators in 2024.

**[Figure 6] Trends in the number of cleared cases and number of cleared suspects for the crime of trafficking in persons (2001 to 2024)**



**[Figure 7] Nationalities or regions of 58 suspects**



**[Table 2] Charges imposed on the 47 prosecuted persons and their trial results (as of March 31, 2025)**



	Offense	Results of trial
1	Violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children	2 years imprisonment, suspension of 3 years
2	Violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, indecency through compulsion	3 years imprisonment, suspension of 4 years
3	Robbery, penetrative sexual assault, breaking and entering	10 years imprisonment
4	Violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, violation of the Child Welfare Act	500,000 yen fine
5	Violation of the Employment Security Act	1 year 6 months imprisonment, suspension of 4 years
6	Violation of the Employment Security Act	1 year 6 months imprisonment, suspension of 3 years
7	Violation of the Employment Security Act	1 year 6 months imprisonment, suspension of 3 years
8	Violation of the Anti-Prostitution Act	7 months imprisonment
9	Violation of the Anti-Prostitution Act	1 year imprisonment, suspension of 4 years, 200,000 yen fine
10	Violation of the Child Welfare Act, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, assault	3 years imprisonment
11	Penetrative sexual assault, violation of the Hokkaido Prefectural Ordinance of Juvenile Protection	3 years 6 months imprisonment
12	Violation of the Hokkaido Prefectural Ordinance of Juvenile Protection	400,000 yen fine
13	Requesting a child under 16 years old to take and send sexually explicit images themselves, indecent	10 years imprisonment

	assault, photographing sexual behaviors, constructive indecency through compulsion, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, penetrative sexual assault	
14	Indecent assault causing injury, kidnapping for indecency	Pending trial
15	Violation of the Child Welfare Act	Pending trial
16	Violation of the Child Welfare Act, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children	3 years imprisonment, suspension of 5 years
17	Violation of the Anti-Prostitution Act	50,000 yen fine
18	Violation of the Employment Security Act	1 year 6 months imprisonment, suspension of 3 years
19	Violation of the Employment Security Act, violation of the Act on Punishment of Organized Crimes and Control of Proceeds of Crime	2 years 6 months imprisonment, suspension of 4 years
20	Violation of the Employment Security Act, violation of the Act on Punishment of Organized Crimes and Control of Proceeds of Crime	2 years 6 months imprisonment, suspension of 4 years
21	Violation of the Child Welfare Act	3 years imprisonment, suspension of 5 years
22	Violation of the Immigration Control and Refugee Recognition Act	Pending trial
23	Extortion, confinement, theft, fraud, violation of the Child Welfare Act	Pending trial
24	Violation of the Anti-Prostitution Act, violation of the Child Welfare Act, violation of the Stimulant Control Act	Pending trial
25	Violation of the Child Welfare Act, violation of the Anti-Prostitution Act	1 year 6 months imprisonment, suspension of 3 years
26	Violation of the Anti-Prostitution Act, injury, assault	2 years 4 months imprisonment, 300,000 yen fine
27	Violation of the Anti-Prostitution Act, injury	2 years 4 months imprisonment, 300,000 yen fine
28	Violation of the Anti-Prostitution Act	1 year 6 months imprisonment, suspension of 3

		years
29	Violation of the Anti-Prostitution Act	50,000 yen fine
30	Violation of the Anti-Prostitution Act	50,000 yen fine
31	Violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, photographing sexual behaviors, indecent assault	Pending trial
32	Indecent assault, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children	3 years imprisonment, suspension of 4 years
33	Penetrative sexual assault, indecent assault	Pending trial
34	Penetrative sexual assault, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, photographing sexual behaviors, forcible sexual intercourse, indecency through compulsion	14 years imprisonment
35	Indecent assault	2 years imprisonment, suspension of 4 years
36	Injury, inducement to abandonment of corpses, violation of the Anti-Prostitution Act,	Pending trial
37	Violation of the Anti-Prostitution Act	1 year 6 months imprisonment, suspension of 3 years, 200,000 yen fine
38	Violation of the Anti-Prostitution Act	1 year 6 months imprisonment, suspension of 3 years, 200,000 yen fine
39	Penetrative sexual assault, violation of the Child Welfare Act	6 years imprisonment
40	Violation of the Child Welfare Act, violation of the Anti-Prostitution Act	3 years imprisonment, suspension of 4 years, 500,000 yen fine
41	Penetrative sexual assault	Pending trial
42	Penetrative sexual assault, violation of the Child Welfare Act, violation of the Anti-Prostitution Act	Pending trial
43	Indecency through compulsion, forcible sexual intercourse, selling of persons	Pending trial
44	Indecency through compulsion, forcible sexual	Pending trial

	intercourse, buying of persons for the purposes of indecency	
45	Violation of the Employment Security Act	2 years imprisonment, suspension of 4 years
46	Violation of the Employment Security Act	2 years imprisonment, suspension of 4 years
47	Violation of the Employment Security Act	1 year 6 months imprisonment, suspension of 4 years

**[Table 3] Charges imposed on the eight persons reported as awaiting trial in the 2024 annual report and the results of their trials (as of March 31, 2025)**

	Offense	Results of trial
1	Forcible sexual intercourse	5 years imprisonment
2	Compulsion, injury, violation of the Anti-Prostitution Act	4 years imprisonment, 200,000 yen fine
3	Violation of the Child Welfare Act, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, compulsion, extortion attempt	3 years imprisonment
4	Violation of the Child Welfare Act	3 years 6 months imprisonment
5	Violation of the Child Welfare Act, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, violation of the Tokyo Metropolitan Ordinance of Juvenile Protection	Pending trial
6	False recording of the original of electronic or magnetic notarized deeds, use of the original of falsely recorded electronic or magnetic notarized deeds	2 years imprisonment
7	Penetrative sexual assault, photographing sexual behaviors, recording and provision of sexual images, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children	Pending trial
8	Violation of the Child Welfare Act, violation of the	2 years imprisonment, suspension of 3 years,

	Anti-Prostitution Act, assault	500,000 yen fine
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**[Table 4] Charges imposed on the one person reported as awaiting trial in the 2023 annual report and continued to be awaiting trial in the 2024 annual report and the results of his/her trial (as of March 31, 2025)**

	Offense	Results of trial
1	Violation of the Child Welfare Act	2 years 6 months imprisonment, suspension of 4 years

**[Table 5] Charges imposed on the one person reported as awaiting trial in the 2021 annual report and continued to be awaiting trial in the 2024 annual report and the results of their trials (as of March 31, 2025)**

	Offense	Results of trial
1	Theft, robbery, violation of the Act on Punishment of Physical Violence and Others	6 years imprisonment

**iii) Cases**

**[Case 1]**

The suspect, who was a staff member of a host club, forced a female customer of the club to attract customers in order to have her engage in prostitution with the aim of collecting receivables.

The suspect was arrested for committing the crime of coercion.

**[Case 2]**

The suspect confiscated passports of Philippine women who stayed in Japan with the status of residence of "Entertainer" and were not granted permissions to engage in activity other than those permitted by the status of residence previously granted, and had them work as a hostess at an entertainment restaurant.

The suspect was arrested for violating the Immigration Control and Refugee Recognition Act (Ordinance No. 319 of 1951, hereinafter referred to as the "Immigration Control Act").

**[Case 3]**

The suspect, who was a staff member of a "host club", demanded money from a female customer under the pretext of payment for the receivables at the club, and introduced her to a staff member of a massage parlor through a scout to coerce her to engage in prostitution.

The suspects were arrested for violating the Anti-Prostitution Act (Act No. 118 of 1956) and the Employment Security Act (Act No. 141 of 1947).

**(2) Information sharing with governments of other countries**

- In November 2023, as an ASEAN dialogue partner, the Government of Japan was invited by ASEAN to attend the Forum of the ASEAN Multi-Sectoral Work Plan Against Trafficking in Persons held in Manila, Philippines to introduce Japan's measures to combat trafficking in persons and international cooperation projects for combating trafficking in persons in the ASEAN region while joining a discussion about issues of regional cooperation.

### **3 Prevention of Trafficking in persons**

#### **(1) Prevention of trafficking in persons by thorough immigration control**

##### **i) Thoroughly strict immigration control**

- In order to conduct strict landing examination at air and sea ports of entry, the Immigration Services Agency has been utilizing Advance Passenger Information (API), biometric information, and ICPO's database on Stolen and Lost Travel Documents. It has also begun acquiring Passenger Name Record (PNR) since January 2015, the receipt of which via electronic means became possible in January 2016. Moreover, electronic report of API and PNR was made mandatory for airlines and others in June 2021. The department specialized in information gathering and analysis plays a core role in gathering and analyzing the above-mentioned information. By utilizing the results of this analysis on the front lines at borders, strict border policies were promoted including identifying foreigners with suspicious purposes of entry into Japan, etc.
- Since October 2016, the Immigration Services Agency has implemented the cross-checking of the facial photographs provided by foreign nationals at the time of landing examination against the facial images of terrorists, etc.
- The Immigration Services Agency has been deploying immigration control officers to proactively and continuously implement systematic monitoring of transit areas at major airports and port areas and work on finding any suspicious persons and brokers, etc.

##### **ii) Strict visa screening process**

- The Ministry of Foreign Affairs conducts careful screening of visa applications in order to prevent the entry into Japan of potential victims of trafficking in persons.  
The Ministry's website has a page titled "Japan's Visa Policy in Accordance with Measures to Combat Trafficking in Persons" in five languages (Japanese, English, Spanish, Thai, and Indonesian), which is calling for understanding and cooperation regarding strict and appropriate visa screening process to eradicate trafficking in persons.  
Particularly, Japanese Embassies, Consulates General and Consular Offices, which are located in regions where previous victims of trafficking in persons originated from, carry out strict visa screening, such as face-to-face interviews, regarding visa applications of "Entertainer", "Temporary Visitor", "Spouse or Child of Japanese National" and other categories that are likely to be abused for trafficking in persons.  
The visa application will be rejected when it is deemed to have a high risk of human trafficking after such screening including consultations with relevant ministries.

**iii) Enhancement and strengthening of visa wide area network**

- The Ministry of Foreign Affairs has established a visa information sharing system among the Ministry of Foreign Affairs, 240 (as of March 2025) Japanese Embassies, Consulates General and Consular Offices abroad, and relevant ministries and agencies, to share visa-related information.

**iv) Strengthening of measures against forged documents**

- The Immigration Services Agency conducts strict examinations for forged or altered documents at the document examination office established at each airport district immigration office. The Agency also carries out training for its officials at air and sea ports, etc., in order to improve their ability to detect document forgery.
- In addition to establishing specifications for new visa seals with advanced anti-forgery features in 2023, the Ministry of Foreign Affairs continues to conduct reviews towards improving Japanese passports by researching the trends for the international standardization of ePassport (passport with IC chips) as well as other international standards related to passports, such as IC chips. In March 2025, based on the recommendation of the International Civil Aviation Organization (ICAO) that set international standards for passports, the Ministry started to centralize passports printing at the National Printing Bureau, and issue “2025 Passports” in which polycarbonate is used in the page of personal identification information and a face photo and personal identification information are laser engraved, which is much more resistant to counterfeiting and alteration.

**(2) Prevention of trafficking in persons through residence management**

**i) Prevention of trafficking in persons involving disguised or illegal stays through strict residence management**

- The National Police Agency, the Ministry of Justice, the Immigration Services Agency and the Ministry of Health, Labour and Welfare intensify their efforts to combat crimes pertaining to trafficking in persons and boost protection and support for identified victims, based on the Policy regarding the Promotion of the Measures against Illegal Employment of Foreign Nationals which is agreed among the four ministries and agencies.
- The police make efforts to uncover crimes related to trafficking in persons by using the cross-cutting frameworks that have been built to date to deal with the globalization of crime, as well as by implementing the systems for the comprehensive promotion of countermeasures against criminal infrastructure that is used by illegal residents as a means of livelihood, or to falsify their qualifications and identities, etc. In addition, they are strengthening crackdowns on illegal stays based on falsified



documents (“imposter residence”), for example, under the cover of fake marriages, as well as on overstays and brokers involved in these cases.

- The Immigration Services Agency is proactively collaborating with other relevant organizations to investigate and analyze cases where “imposter residence” is suspected, such as cases of fake marriages. Moreover, through joint investigations, the Immigration Services Agency strives to share information with the police and other relevant organizations. Then, if it is necessary, information is provided to the police and other related organizations to help bring the perpetrators to justice. As for the victims, responses are taken in an appropriate manner taking into consideration their physical and mental condition and whether or not they need to be put under protective custody.

**ii) Strict control of illegal employment**

- The National Police Agency, the Ministry of Justice, the Immigration Services Agency and the Ministry of Health, Labour and Welfare collaborate closely with each other and share information on the latest cases, and accordingly, they inform the employers’ associations through the Council on Illegal Foreign Workers about their initiatives to counter illegal employment, and make requests to implement them.
- The police, the Immigration Services Agency and the Japan Coast Guard strive to discover cases of trafficking in persons through proactively cracking down on illegal employment.
- In 2024, the Immigration Services Agency cracked down on 160 workplaces suspected of illegal employment. In addition, based on the policy concerning the “Promotion of the Measures against Illegal Employment of Foreign Nationals” agreed between the National Police Agency, the Ministry of Justice, and the Ministry of Health, Labour and Welfare (see i)), the Immigration Services Agency has been proactively reporting malicious employers and brokers to the police and bringing charges against them.

**iii) Promotion of active public relations and raising awareness for the prevention of illegal employment**

- The National Police Agency, the Immigration Services Agency and the Ministry of Health, Labour and Welfare work to help employers’ associations raise their awareness about illegal employment by informing them of the current situation and of the initiatives to prevent them. The associations have also been asked to give guidance and education to the affiliated employers on the subject of appropriate employment of foreign nationals.

- Setting every June as the “Month to Promote Proper Employment of Foreign Nationals for the Realization of a Society of Harmonious Coexistence” in line with the government’s “Foreign Workers Issues Awareness Month” for making the employment of foreign nationals appropriate and preventing illegal employment, the Immigration Services Agency distributed leaflets to the public, companies employing foreign nationals, and related organization, with the cooperation of relevant ministries and agencies and local authorities, and provided awareness videos for the large screen in front of stations, etc., to raise awareness about the prevention of illegal work and points to keep in mind when employing foreign nationals.
  
- For foreign cruise ship tourists who were granted permission to land in Japan, the Japan Coast Guard conducts awareness activities to prevent illegal employment by posting a crime and illegal employment prevention video on social media, etc.

**(3) Prevention of trafficking in persons for the purpose of labor exploitation**

**i) Further promotion of improving Technical Intern Training Program**

- Figure 8 provides an outline of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Act No. 89 of 2016, hereinafter the “Technical Intern Training Act”), which was enforced on November 1, 2017. In particular, the Act establishes regulations prohibiting acts such as infringing the human rights of technical intern trainees, and penalties for violations, and puts in place measures for protecting technical intern trainees including appropriately addressing issues reported by technical intern trainees and coordinating transfers/relocations of technical intern trainees. The OTIT, which engages in the administrative work related to the above-mentioned, was also incorporated as a legal entity on January 25, 2017 and started operation.

## [Figure 8] Outline of the Technical Intern Training Act

(Ministry of Justice and Ministry of Health, Labour and Welfare)

### Act on Proper Technical Intern Training and Protection of Technical Intern Trainees (Outline)

In order to ensure proper acquisition of skills through technical training and protection of Technical Intern Trainees, MOJ and MHLW will take necessary steps such as establishing authorization process for implementing or supervising organizations and technical intern training plan, as well as establishing “Organization on Technical Intern Training” which engages in these activities.

#### Outline of the Act \* Jointly submitted by MOJ and MHLW

##### 1. Proper Control of Technical Intern Training

This Act,

- (1) Sets the basic idea of the Technical Intern Training, prescribes responsibilities for those who are concerned, and settles the Principle of the Program [Related to Articles 3 to 7]
- (2) Requires every technical intern training plan drafted for trainees to be accredited, and prescribes criteria for accreditation (such as assessment on acquisition of skills), collection of reports, correction order, or revocation of accreditation [Related to Articles 8 to 16]
- (3) Requires Implementing organizations to be registered [Related to Articles 17 to 18]
- (4) Requires Supervising organizations to be licensed and prescribes criteria for license, compliance matters, collection of reports, correction order, or revocation of license [Related to Articles 23 to 45]
- (5) With regards to human rights violations against trainees, defines prohibited acts and criminal sanctions for their violations, sets necessary measures for protection of trainees, including consultation service, information provision, and arrangement for transferring [Related to Articles 46 to 51]
- (6) Enables the competent minister to request cooperation to other ministers in charge of businesses and establishes ‘Regional Council on TITP’ consisting of related agencies for each region [Related to Articles 53 to 56]

(7) Establishes Organization for Technical Intern Training as an authorized legal entity which is in charge of the duties below: [Related to Chapter 3]

- to accredit technical intern training plans set forth in (2) [Related to Article 12]
- to request reports from implementing organizations and supervising organizations set forth in (2) as well as to carry out on-site inspections [Related to Article 14]
- to accept registration set forth in (3) [Related to Article 18]
- to carry out investigations regarding the license of supervising organizations set forth in (4) [Related to Article 24]
- to consult with and give assistance to trainees [Related to Article 87]

##### 2. Expansion of Technical Intern Training Program

The Act enables limited high-quality implementing/supervising organizations to accept third level trainees (4th and 5th year’s training) [Related to Articles 2, 9, 23, and 25]

##### 3. Other matters

Other related amendments including that to the Immigration Control and Refugee Recognition Act, which defines status of residence for technical intern training will be made.

Effective date November 1, 2017

Enactment date : November 18, 2016  
Promulgation date : November 28, 2016

The date prescribed by Cabinet Order within a period of no more than one year counting from the date of promulgation. However, the provisions on the establishment of the Organization on Technical Intern Training will be effective on the day of promulgation.

- Regarding the supervising organizations, 3,755 organizations have received permits (as of March 31, 2025). In addition, 2,161,773 technical intern training plans have received accreditation (as of March 31, 2025; preliminary figures). The OTIT conducts on-site inspections of supervising organizations about once a year, and of implementing organizations about once every three years. The OTIT conducted on-site inspections of 4,457 supervising organizations (preliminary figures) and of 21,242 implementing organizations (preliminary figures) in FY2024.  
In the case that the OTIT ascertains a fact that violates the Technical Intern Training Act, immigration laws and regulations or labor-related laws and regulations, it reports, provides information, etc. to immigration services organizations and labor standards inspection bodies, etc., and carries out joint investigations with the Regional Immigration Services Bureau, etc. and on-site inspections by itself. Upon on-site inspection, depending on the type of violation, the government takes disciplinary actions such as administrative actions against the supervising organization and the implementing organization. In FY2024, government revoked the authorization of six supervising organizations and the accreditation of technical intern training plans made by 55 implementing organizations.
- The police and the OTIT have established a system for sharing information on matters such as violations

of the Technical Intern Training Act that may constitute human trafficking offenses.

- In Article 54, Paragraph 1 of the Technical Intern Training Act, the minister with jurisdiction over the business may organize a business council. The members of the council include organizations of the implementing organizations or the supervising organizations.

In order to make the collaboration of the members closer and to hold discussions about initiatives that take into account the actual conditions in each industry, the Ministry of Agriculture, Forestry and Fisheries established the Fishing Industry Technical Intern Training Business Council on December 13, 2017, the Agricultural Industry Technical Intern Training Business Council on June 5, 2018, the Ministry of Land, Infrastructure, Transport and Tourism established the Foreign Technical Intern Training Program Automobile Repair Business Council on February 19, 2018 and the Business Council on Construction Sector Technical Intern Training on March 26, 2018, and the Ministry of Economy, Trade and Industry established the Textile Industry Technical Intern Training Business Council on March 23, 2018. Each council held meetings respectively when the occasion calls for it.

- In Article 56, Paragraph 1 of the Technical Intern Training Act, in order to achieve collaboration of the related administrative organizations at the regional level, the national organizations related to the technical intern training in each region may organize regional councils with other organizations including local governments.

Such councils were also held in eight regional blocks in FY2024.

- Based on improvement measures compiled by the Project Team on the Operation of the Technical Intern Training Program, the Ministry of Justice has revised the ministerial ordinance, and in April 2020 introduced measures to suspend the acceptance of new technical intern trainees for a certain period of time, for supervising organizations that are at fault for disappearances of technical intern trainees, and measures to request for the payment of remuneration through bank transfer to the technical intern trainee's account.

In addition, in November 2019, with a view to reducing the number of missing technical intern trainees, policies with further enhanced improvement measures were compiled and the Ministry suspended acceptance of new technical intern trainees from five Vietnamese organizations that were at fault for disappearances of a significant number of technical intern trainees in August 2021 and three Cambodian organizations that were at fault for disappearances of a significant number of technical intern trainees in November 2023.

- When the Immigration Services Agency identifies inappropriate expressions contrary to the intent of the Technical Intern Training Program on the websites of supervising organizations, etc., the Agency

issues guidance in order for them to correct such expression in coordination with the Ministry of Health, Labour and Welfare and the OTIT.

- In conjunction with the enforcement of the Technical Intern Training Act, the long-term care profession was added to the professions covered by the Technical Intern Training Program. In technical intern training for the long-term care profession, in order to respond to the variety of concerns based on the nature of long-term care services, the requirements unique to long-term care are specified in the “Standards stipulated by the minister having jurisdiction over the business regarding the long-term care profession in light of the unique circumstances of the specified profession and work provided for in the Ordinance for Enforcement of the Act on Proper Technical Intern Training and Protection of Technical Intern Trainees, etc.” With regard to engaging in home-visit services of the foreign long-term care profession, based on the discussions at the Conference for Reviewing the Work of Foreign Long-term Care Profession, technical intern trainees who have completed the Initial Training Course for Care Worker and practical experience at nursing care offices, etc. have been allowed to be engaged in the services since April 2025 on condition that the accepting office will conduct training and on-the-job training through accompanying visit, etc.
- The Government Policy on the Establishment of the Employment-for-Skill-Development Program (government response based on the final report of the Advisory Panel of Experts on Ideal Form of Technical Intern Training Program and Specified Skilled Worker System), which was determined at the Ministerial Council on Acceptance and Coexistence of Foreign Workers held on February 9, 2024, specifies the expansion and clarification of requirements for employer change in case of unavoidable circumstances under the Employment-for-Skill-Development Program. The Policy also states that operational improvement should be implemented as soon as possible in case of employer change due to such circumstances under the existing Technical Intern Training Program. Based on the Policy, in November 2024, procedures related to the Technical Intern Training Program were clarified and more flexible, such as describing the examples of “unavoidable circumstances” and preparation of a form of employer change for technical intern trainees. In addition, by taking measures for status of residence that allow technical intern trainees who are in the process of employer change to work up to 28 hours a week in order to maintain their lives during the process, the operation improvement of the program was made for employer change in case of “unavoidable circumstances” from the viewpoint of protecting rights of technical intern trainees.
- With regard to the Technical Intern Training Program, in order to developmentally eliminate the program and establish the Employment-for-Skill-Development Program, the Amendment Act of the Immigration Control and Refugee Recognition Act and the Act on Proper Technical Intern Training

and Protection of Technical Intern Trainees (Act No. 60 of 2024, hereinafter referred to as the “Act Partially Amending the Immigration Control Act”) was enacted and promulgated in June 2024. From the viewpoint of elimination of improper organizations, the system reduces the burden of foreign nationals through proper requirements for accepting organizations and stricter requirements for approval of supervising and support organizations, transparency of information of sending organizations through the creation of Memorandums of Cooperation (MOC) with sending countries, strengthening measures for eliminating malicious sending organizations, and introduction of a structure for properly dividing handling fees, which are paid by foreign nationals to sending organizations, between accepting organizations and foreign nationals. It also gives consideration to the viewpoint of protecting the human rights of foreign nationals by allowing them to change employer at their will with certain requirements that had not been approved in the Technical Intern Training Program. The system is scheduled to start operation in April 2027. Toward the implementation of the system, in March 2025, the Basic Policy on the Operation of the System for Status of Residence of Specified Skilled Worker and the Basic Policy on Proper Implementation of Employment were approved by the Cabinet. In the future, initiatives will be carried out for the formulation of Cabinet Orders and Ministerial Ordinances, as well as discussions to be held for the development of field-specific operation policy for determining fields that accept foreign nationals under the Employment-for-Skill-Development Program and the expected number of acceptance, based on the opinions of experts such as scholars, labor-management organizations, and lawyers.

**ii) Provision of information on legal protection to foreign technical intern trainees**

- Since the enforcement of the Technical Intern Training Act in November 2017, OTIT has been producing the Technical Intern Trainee Handbook<sup>1</sup>. This handbook is handed directly to all technical intern trainees by immigration officers at all points of entry when they arrive in Japan, and clearly states information regarding consultations and support offered by the OTIT, as well as the following content, etc.
  - Reporting can be done in the native language through the local offices of the OTIT or the native language consultation counters (telephone, email, etc.) run by the OTIT.
  - In the case where continuing the technical intern training has become difficult due to unavoidable circumstances but you wish to continue the technical intern training, support for changing the training site is offered by the OTIT, so please consult with the OTIT or with the native language consultation counters.
  - In the case where you are required to return to your home country against your will, you can consult with or report the issue to the OTIT, and ultimately you can make a statement to that effect

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<sup>1</sup> Contains information about consultation counters at the Immigration Services Agency, etc., contact information for the embassies of each country, Japanese labor-related laws, information necessary for everyday life, declarations to the Labor Standards Inspection Offices, and information on leave allowances, etc.

to the immigration officers at the time of the embarkation procedures at air and sea ports.

With the increase of the number of technical intern trainees, the OTIT has added available languages for the handbook, and at present the handbook is provided in nine most popular languages spoken by technical intern trainees as their native language (English, Chinese, Thai, Filipino, Vietnamese, Indonesian, Burmese, Cambodian, and Mongolian).

- The OTIT has been providing the native language consultation counters available in eight languages (English, Chinese, Thai, Filipino, Vietnamese, Indonesian, Burmese, and Cambodian) by email and telephone.

In addition, since April 2021, the OTIT has provided consultation for technical intern trainees by establishing “Technical Intern Trainee’s SOS and Dedicated Consultation Desk” as a dedicated consultation desk for urgent cases like violence and threats.

- To be able to provide consultation services for foreigners regarding working conditions, etc., the Ministry of Health, Labour and Welfare has implemented the following approaches in 13 languages (English, Chinese, Portuguese, Spanish, Tagalog, Vietnamese, Nepalese, Burmese, Korean, Thai, Indonesian, Cambodian (Khmer), and Mongolian).
  - Established Foreign Workers Consultation Corner at Prefectural Labor Bureaus and Labor Standards Inspection Offices (available languages and business hours and days vary depending on the location).
  - Established the Telephone Consultation Service for Foreign Workers for those who cannot visit Foreign Workers Consultation Corner and who cannot have a consultation in their language at a nearby Foreign Workers Consultation Corner.
  - Established the Labor Standards Advice Hotline (consignment business: 17:00 to 22:00 on weekdays, 9:00 to 21:00 on weekends and holidays (except from December 28th through January 3rd)) that accepts consultations during the night on weekdays and on Saturdays, Sundays, and national holidays for those who cannot visit the Consultation Corner during office hours of Prefectural Labor Bureaus and Labor Standards Inspection Offices.
  - Prepared a leaflet titled “For All Foreign Nationals Working in Japan – Working Conditions Handbook” and distributed it at Prefectural Labor Bureaus and Labor Standards Inspection Offices.

- The Immigration Services Agency introduced a new policy in September 2016 to prevent so-called compulsory repatriations. When technical intern trainees leave Japan before the end of their training period, immigration officers at air and sea ports use documents written in the native language (18 languages, including Vietnamese, Indonesian, and Tagalog) of the technical intern trainees to confirm

that the technical intern trainees are not leaving against their wills. This interview is conducted with an interpreter when necessary.

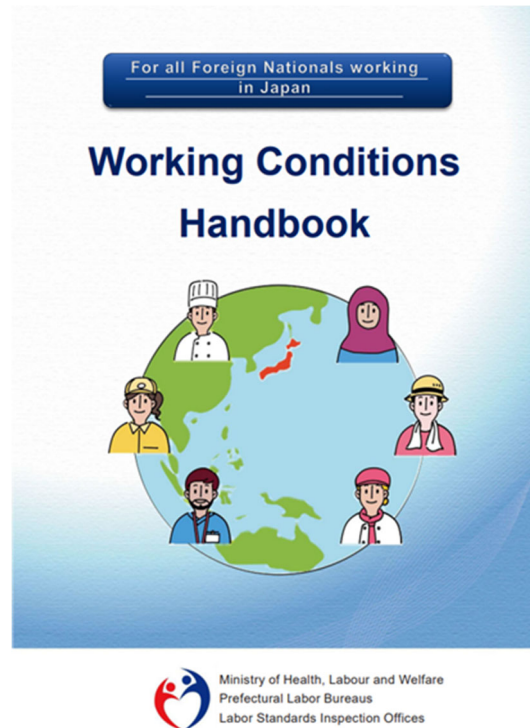
- To prevent disappearances of technical intern trainees, the Immigration Services Agency has created a leaflet for technical intern trainees and accepting organizations that describes items that technical intern trainees should confirm before working in Japan and items that accepting organizations should consider before accepting technical intern trainees, and posted it on its website.

**[Figure 9] Technical Intern Trainee Handbook (prepared by OTIT) (excerpt)**





[Figure 10] For all Foreign Nationals Working in Japan (in English) (Ministry of Health, Labour and Welfare) (excerpt)



**iii) Strict enforcement of labor standards-related laws and regulations**

- In 2024, Prefectural Labor Bureaus and Labor Standards Inspection Offices conducted inspection and guidance on 11,356 implementing organizations (preliminary figures).  
As a result, 8,311 implementing organizations (preliminary figures) were found to be in violation of labor standards-related laws and regulations and were issued corrective recommendations. Among these cases, eight cases (preliminary figures) were sent to public prosecutors. These cases involved serious/heinous violations of labor standards-related laws and regulations in relation to technical intern trainees, such as illegal overtime work/working on days off, and lower extra pay for overtime work than legal extra pay.
  
- In 2024, Prefectural Labor Bureaus, Labor Standards Inspection Offices, and the OTIT strengthened their cooperation based on the notification released in 2021 and carried out joint inspections or investigation on 34 implementing organizations (preliminary figures).  
As a result, Prefectural Labor Bureaus and Labor Standards Inspection Offices issued corrective recommendations to 31 cases (preliminary figures) where violations of labor standards-related laws and regulations were identified. In addition, the OTIT issued correction orders to 23 cases (preliminary figures) where violations of the Technical Intern Training Act were identified.

- The officials in charge of addressing trafficking in persons at the Prefectural Labor Bureaus take the lead in uncovering suspected cases of labor trafficking against technical intern trainees. When they identify such cases, they instruct the Labor Standards Inspection Offices to conduct joint inspection and investigation with the OTIT.

**iv) Cooperation and collaboration with sending countries of technical intern trainees**

- With the objectives of eliminating improper sending organizations as well as collaborating to carry out technical intern training properly and smoothly, Japan has created the Memorandums of Cooperation (MOCs) with 16 countries that are sending technical intern trainees (Viet Nam, Cambodia, India, Philippines, Laos, Mongolia, Bangladesh, Sri Lanka, Myanmar, Bhutan, Uzbekistan, Pakistan, Thailand, Indonesia, Nepal, and East Timor) (as of March 31, 2025).

If a sending organization is recognized as improper, based on the MOC, the relevant government will be informed and requested to investigate, and if needed, the relevant government will be requested to supervise the organization or revoke its authorization. In FY2024, 16 sending organizations were reported to each government. Based on the MOCs, the Government of Japan has consultations with the governments of sending countries on the regulation of malicious sending organizations.

- In November 2019, with a view to reducing the number of missing technical intern trainees, policies with further enhanced improvement measures were compiled and the Ministry suspended acceptance of new technical intern trainees from five Vietnamese organizations that were at fault for disappearances of a significant number of technical intern trainees in August 2021 and three Cambodian organizations that were at fault for disappearances of a significant number of technical intern trainees in November 2023.

[Repeated from 3 (3) i)]

**v) Proper Operation of the Specified Skilled Worker System**

- Taking into consideration the Basic Policy on Economic and Fiscal Management and Reform 2018 (Cabinet decision on June 15, 2018), the Ministry of Justice submitted the “Bill for Partial Amendment of the Immigration Control and Refugee Recognition Act and the Act for Establishment of the Ministry of Justice” to the 197th Diet on November 2, 2018.

The Act for Partial Amendment of the Immigration Control and Refugee Recognition Act and the Act for Establishment of the Ministry of Justice (Act No. 102 of 2018) (hereinafter referred to as the “Amended Immigration Control Act”) was passed by the Diet on December 8, 2018, promulgated on December 14 the same year, and enforced on April 1, 2019.

- The Specified Skilled Worker System intends to accept adaptable potential foreign workers who have a

certain degree of expertise and skills in the industrial fields where it is difficult to secure human resources even after efforts have been made to improve productivity and secure domestic human resources. Thus, the Amended Immigration Control Act specifies new status of residence “Specified Skilled Worker (i)” and “Specified Skilled Worker (ii),” and requires necessary measures such as establishing the basic policy on operation of the system as well as a field-specific operation policy.

- Outline of the Specified Skilled Worker System is shown in Figure 11. To accept foreign nationals as Specified Skilled Workers, certain criteria must be met. For example, as for the employment contracts for specified skilled workers<sup>2</sup>, there must be no discriminatory treatment with regard to the decisions on remuneration, the implementation of education and training, the use of welfare facilities, and other treatment on the grounds that the worker is a foreign national. On top of that, public and private organizations in Japan, which are the other party to the employment contracts for specified skilled workers (accepting organization), must not have conducted a wrongful or seriously unjust act in relation to the laws and regulations on immigration or labor within five years before the date of entering into an employment contract for specified skilled workers, etc. Furthermore, as for those who wish to be registered by the Commissioner of the Immigration Services Agency as a contractor entrusted with support works<sup>3</sup> by the accepting organization under contract (Registered Support Organization), they are required to fulfil the following criteria: not have committed a wrongful or extremely unjust act in relation to laws and regulations on immigration or labor, not be controlled by members of organized crime groups regarding their business, and have established the necessary systems to ensure the appropriate performance of support works, etc. In this way, the necessary criteria, etc. have been established for accepting organizations and registered support organizations to in order that foreigners (specified skilled workers) who stay in Japan with the status of residence of “Specified Skilled Worker” can reside in Japan appropriately and smoothly. The Immigration Services Agency strictly examines their conformity to the criteria, etc. at the time of application for the status of residence of Specified Skilled Worker to prevent any illegal or unjust acts, including the infringement on the human rights of foreigners.
- The Immigration Control Act requires that accepting organizations submit notification to the Commissioner of the Immigration Services Agency on the activities of specified skilled workers, the status of payment to these workers, and the implementation status of the support works related to specified skilled workers. It also requires that registered support organizations notify the Commissioner of the Immigration Services Agency on the implementation status of support works.

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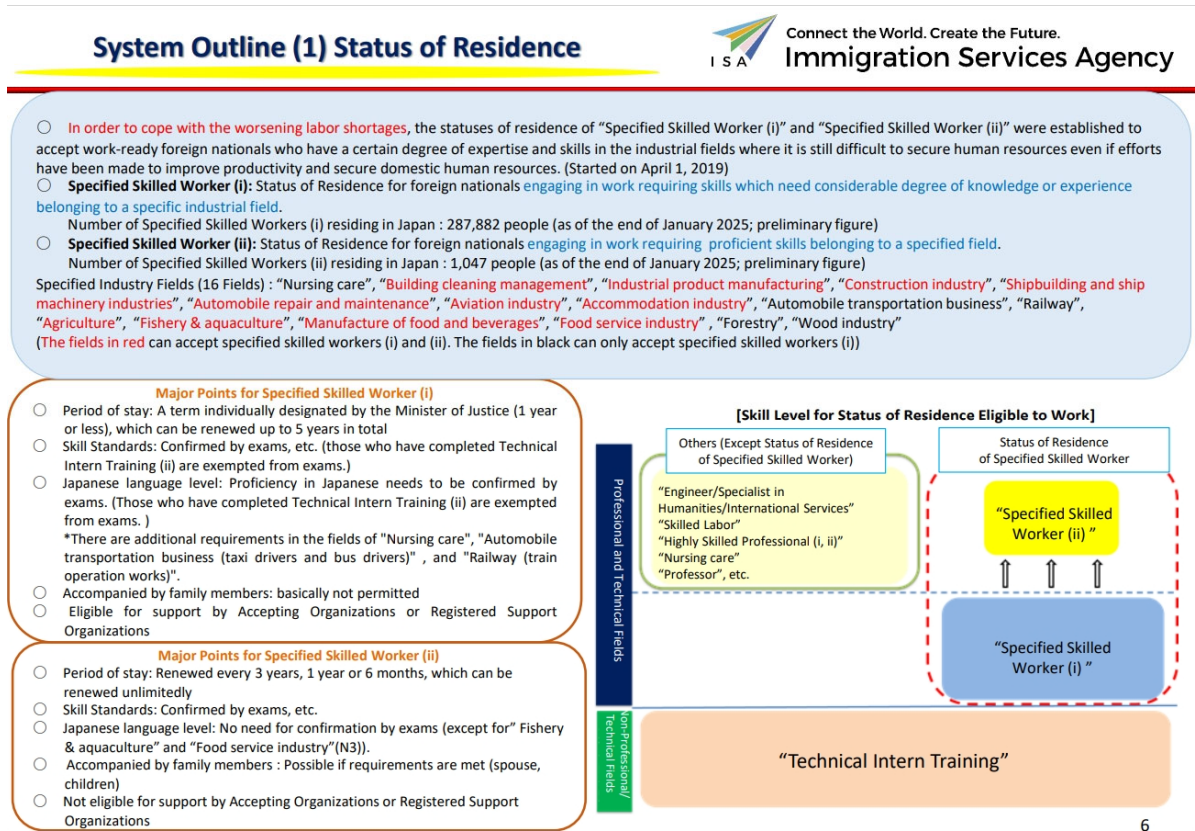
<sup>2</sup> A contract for the employment of a foreigner who intends to engage in the activities of “Specified Skilled Worker (i)” or “Specified Skilled Worker (ii),” to be concluded with a public or private organization in Japan.

<sup>3</sup> All support measures in the plan to implement support for vocational lives, daily lives, and social lives of foreigners who stay in Japan with the status of residence of “Specified Skilled Worker (i).”

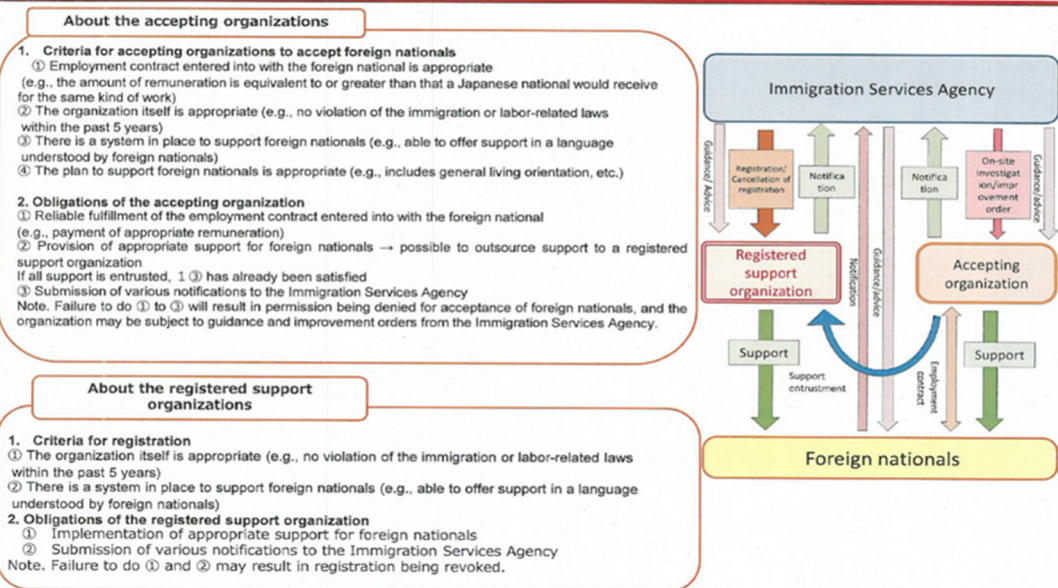
Under the Immigration Control Act, the Commissioner of the Immigration Services Agency may provide accepting organizations and registered support organizations with necessary guidance and advice, request reports, etc. and order accepting organizations to take improvement measures (improvement order). In this regard, the Act provides for penalties in the case that an accepting organization breaches the obligation to submit notifications, violates an improvement order, or makes a false report, etc. Registered support organizations are also subject to the cancellation of registration if they breach the obligation to submit notifications or make a false report. In this way, the Immigration Services Agency shall ensure the proper operation of the system even after receiving specified skilled workers.

- In the construction field, in addition to the cross-industrial standards, the Ministry of Land, Infrastructure, Transport and Tourism established the standards for the organizations of affiliation of the specified skilled workers (accepting organizations) that are authorized by its Minister based on the characteristics of the construction field. The standards impose requirements on accepting organizations: providing specified skilled workers with the amount of remuneration that is to be equal to or greater than that a Japanese worker would receive, a monthly pay, and workers' promotion depending on their skill proficiency, etc. The Ministry works to secure an appropriate working environment for the workers through the Minister's authorization of the accepting plan and on-site guidance.

[Figure 11] Outline of the system pertaining to the status of residence of Specified Skilled Worker (Immigration Services Agency)



### Outline of the system (2) accepting organizations and registered support organizations



- Furthermore, based on the “Comprehensive Measures for Acceptance and Coexistence of Foreign Nationals” (decided by the Ministerial Conference on Acceptance and Coexistence of Foreign Nationals on December 25, 2018), the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare, and the National Police Agency has created bilateral intergovernmental documents (Memorandums of Cooperation (MOCs)) to establish a framework for sharing information with the aim of eliminating malicious intermediary organizations, with the Philippines, Cambodia, Nepal, Myanmar, Mongolia, Sri Lanka, Indonesia, Viet Nam, Bangladesh, Uzbekistan, Pakistan, Thailand, India, Malaysia, Laos, Kyrgyz, and Tajikistan (as of March 31, 2025).
- In addition to the establishment of the Employment-for-Skill-Development Program due to the Act Partially Amending the Immigration Control Act, efforts have been made to ensure proper operation of the Specified Skilled Worker System. Specifically, measures have been taken to allow only registered support organizations to become organizations entrusted with services for supporting specified skilled workers, and support managers of the accepting organizations and registered support organizations are required to take training programs, in order to make requirements for the organizations stricter and appropriate.

In addition, as described in 3 (1) i), the basic policy on basic items for the operation of the systems based on the Amendment was approved by the Cabinet in March 2025.

**(4) Prevention and remedy of harm associated with performing in sexually explicit videos**

- Since 2017, the government has been tackling the problem of victims performing in sexually explicit videos (hereinafter referred to as “AVs”) as an offense related to trafficking in persons, toward its eradication. “The Fifth Basic Plan for Gender Equality” (approved by a cabinet decision on December 25, 2020) has set the month of April as “The Youth Sexual Violence Prevention Month,” as significant changes of living environments of the youth along with school enrollment and employment could result in an increased risk of victimization. During this month, the awareness raising campaign is carried out to prevent a various forms of sexual violence related to the youth, such as the harm associated with performing in AVs and JK business, to disseminate contact information of consultation service for sexual violence, and to promote reaching out to those who need assistance, ensuring that no one would become perpetrators, victims, or by-standers of sexual violence.

Furthermore, on June 15, 2022, as a legislation proposed by lawmakers, “Act Establishing Special Provisions on Performance Agreements That Are Meant to Help Prevent the Harm Associated with Performing in Sexually Explicit Videos and to Contribute to Remedies for Performers in Order to Contribute to the Formation of a Society in Which Individuals’ Sexual Dignity Is Respected (Act No. 78 of 2022, hereinafter referred to as the “Act on Prevention and Remedy of Harm Associated with Performing in AVs”) was enacted. The Act stipulates special provisions on the rescission or cancellation

of performance contracts to perform in AVs, and the right to demand an injunction to stop the publication of such videos, regardless of the performer's age and gender.

- Regarding the problem of victims appearing in AVs, the police has promoted a crackdown with a view to the application of various laws and regulations such as Act on Prevention and Remedy of Harm Associated with Performing in AVs, and responded appropriately to consultations.

**(5) Consideration of tougher penalties to prevent trafficking in persons**

- Based on the 2022 Action Plan, examination will be made on the possibility of tougher penalties of relevant provisions of the Child Welfare Act (Act No. 164 of 1947), which is an implementing legislation of the Trafficking in Persons Protocol, in order to further prevent trafficking in persons in which children become victims.

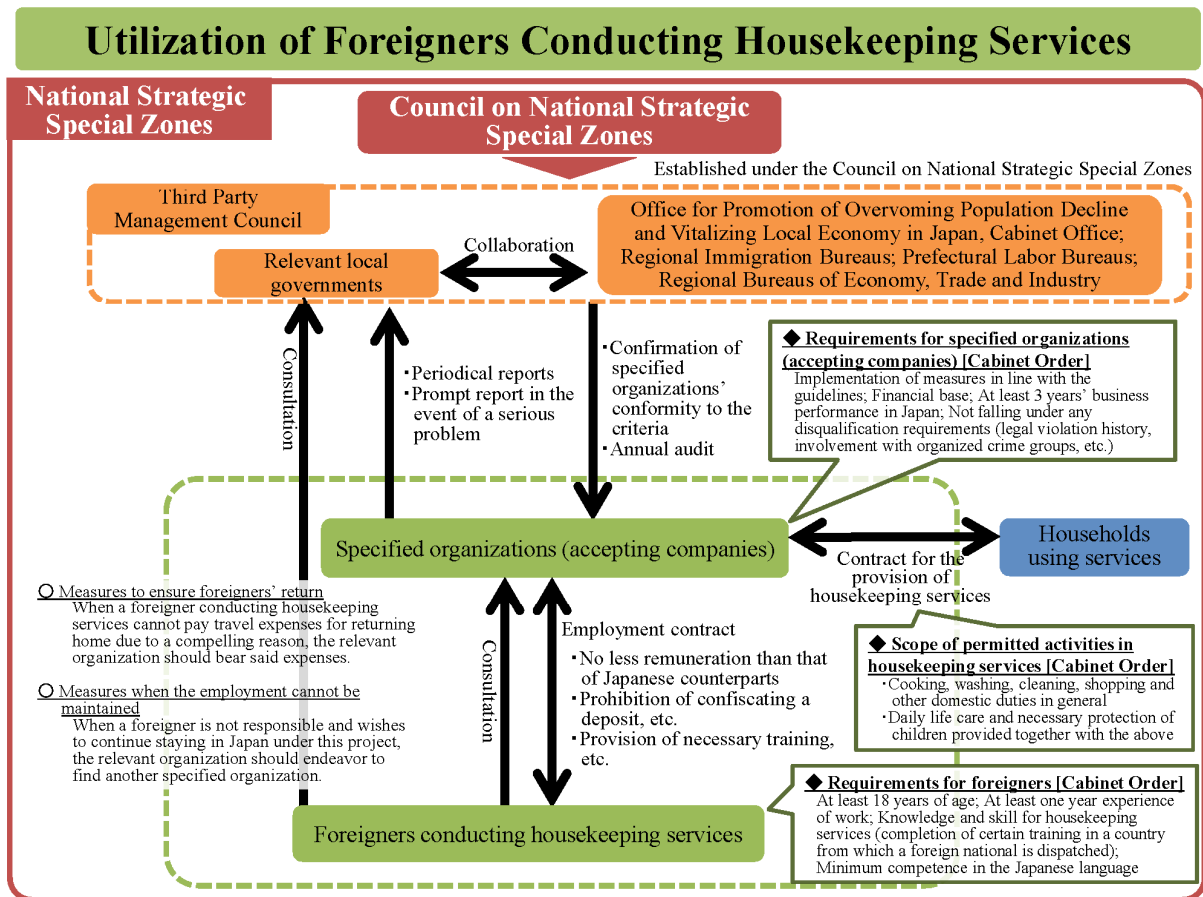
**(6) Efforts in regard to programs aimed at greater participation of foreign nationals**

- The Project to Accept Foreigners Conducting Housekeeping Services in National Strategic Special Zones stipulated in Article 16-4, Paragraph 1 of the Act on National Strategic Special Zones (Act No. 107 of 2013) is a project in which specified organizations (host companies) accept foreign nationals who conduct housekeeping services based on employment contracts within the National Strategic Special Zones on a trial basis from the perspectives of responding to the advancement of women's participation in workforce and meeting housekeeping support needs, and of facilitating mid- to long-term economic growth. This Project has been implemented in Tokyo Metropolis, Kanagawa Prefecture, Osaka Prefecture, Hyogo Prefecture, Aichi Prefecture, and Chiba City since March 2017, and approximately 1,500 foreign nationals who conduct housekeeping services have entered Japan (as of March 31, 2025).
- The Guidelines on Specified Organizations for the Project to Accept Foreigners Conducting Housekeeping Services in National Strategic Special Zones (September 9, 2015 decision by the Prime Minister) stipulate the measures that specified organizations need to take such as stipulating that foreign nationals who conduct housekeeping services are to be paid at least the equivalent amount to what Japanese people engaging in similar housekeeping support activities receive, that management by specified organizations of the money, etc., of the foreign nationals, etc. is prohibited, that specified organizations establish complaint/consultation desks and that the foreign nationals are informed about these support systems during training. The guidelines also stipulate that a third-party management council consisting of officials from the central government and local governments will confirm whether or not specified organizations meet the required standards such as by implementing the above-mentioned measures.

- After accepting foreign nationals who conduct housekeeping services, specified organizations will be subjected to an audit by the third-party management council, and where necessary, the council will request that corrective actions be taken. When problematic issues arise, local governments will coordinate with relevant ministries and agencies to respond to these issues. For example, relevant local governments will establish complaint/ consultation desks for foreign nationals in their native language, etc...

The third-party management council has prepared a portable card with the contact details of local government complaint/consultation desk and other consultation desk listed on it, and requests specified organizations to distribute these cards to the foreign housekeeping support personnel that they employ.

[Figure 12] Utilization of foreigners conducting housekeeping services (Cabinet Office)





[Figure 13] Portable card with list of complaint/consultation services (English template)  
(Cabinet Office)

**Contact points for Foreigners conducting housekeeping services (If you need any help, . . .)**

Please contact first. TEL 03-1234-5678  
●●Co.,Ltd. The General Affairs Department Welfare Division

If you do not want to talk with employer, please contact to the following;

▶ **Duties relating to the protection of foreigners conducting housekeeping services**  
(The third party management council secretariat of OO Prefecture)  
OO Prefecture OO Affairs division TEL 0000-0000-0000  
(Weekdays (except National Holidays) 8:30~17:15) Generally in Japanese, but in English is also acceptable

**Emergencies (Toll-Free)**  
Police TEL110 Fire and Ambulance TEL119

▶ **Human rights counseling** ((District) Legal Affairs Bureaus)  
Foreign-language Human Rights Hotline TEL0570-090-911  
(Weekdays (except National Holidays) 9:00~12:00, 13:00~16:00) In English  
(If your iPhone etc. cannot be connected, please call to 00-0000-0000)  
(Weekdays (except National Holidays) 8:30~17:15) In Japanese, English service will be announced

▶ **Procedures for "Status of Residence" and "Entry and Departure"**  
Immigration Information Center TEL0570-013-904  
(If your iPhone etc. cannot be connected, please call to 03-5796-7112)  
(Weekdays (except National Holidays) 8:30~17:15) In English

▶ **Working conditions**  
Advisor for Foreign Workers Section TEL00-0000-0000  
(Mon/Fri 9:00~12:00, 13:00~16:00) In English

OOOO Embassy TEL00-0000-0000  
(Weekdays (except National Holidays) 9:00~18:00)

(7) Efforts to reduce the demand side for trafficking in persons

i) Raising awareness of the demand side for sexual exploitation

- In order to raise greater awareness of the measures for cases that are often known to the police and for which arrests are made in Japan, such as coercion to provide sexual services, and cases involving the use of not only physical restraint but also psychological restraint, publicity that uses the terminology "Trafficking in persons (forced sexual service or labor)" is promoted.

- Every fiscal year since FY2004, the Cabinet Office has produced a poster and leaflet for raising awareness of the measures against trafficking in persons and posted it on its website. In FY2024, the Cabinet Office produced about 46,000 posters and leaflets for perpetrators titled "Never do it! It is human trafficking (forced sexual service or labor)" and about 46,000 posters and leaflets for victims titled "Recognize it! It is human trafficking (forced sexual service or labor)" and distributed these to about 4,500 places including local governments, airports and sea ports, universities and technical colleges, the Japan Association of Travel Agents, IOM, and other relevant organizations. The Cabinet Office also displayed the posters in train stations and conducted public relations and awareness activities on the posters and awareness videos focusing on perpetrators of sexual exploitation using means such as social media.

The posters, leaflets, and videos for perpetrators clearly state that trafficking in persons is a grave crime that violates human rights and is subject to penalties of specific imprisonment for violating the relevant Act by presenting some cases, calling on people "What the person close to you does could be trafficking in persons. Report to the nearest Police Station, Anonymous-Reporting Hot Line, or Regional Immigration Services Bureau if you find an offender or a person who may be a victim."

- Every fiscal year since FY2002, the Ministry of Foreign Affairs has produced "A Handbook of Safety Tips in Foreign Countries" for Japanese nationals travelling overseas. The Ministry posted the PDF

format of the booklet available on its Overseas Safety Website and made it also available for viewing in the Overseas Safety App on smartphones, etc.

In the section under “Case Studies: Examples of Problems and Countermeasures,” the booklet cites involvement in acts of prostitution as an example of a case where Japanese nationals become criminals. It also explains that prostitution is illegal in many countries and can be treated as a serious crime, and that offenses relating to the child prostitution and possessing child pornography is subjected to punishment under the relevant Japanese law as the crime committed outside Japan, therefore calls on the public to refrain from engaging in inappropriate activities.

- The National Police Agency has set up a page titled “STOP! Child Sexual Exploitation” on its website, which provides the information that child prostitution is a malicious crime and that child prostitution in foreign countries is also severely punished, lists examples of laws that punish child prostitution in Southeast Asian countries, and provides the information that strong crackdowns are being carried out by the police in each country, etc.

In addition, the National Police Agency continues to post posters in both Japanese and English on its website for public relations and awareness raising to inform the public that child sexual exploitation, such as child prostitution and child pornography, is a vicious crime that violates the human rights of children.

## **ii) Raising awareness of employers**

- The police are putting effort into publicity and awareness-raising among employers, etc., through activities that include site inspections of places of sex-related business facilities, etc., and posting of cases of trafficking in persons in the handbook used for awareness lectures for sex-related business employers.

- Prefectural Labor Bureaus and Labor Standards Inspection Offices provide inspection and guidance to implementing organizations of technical intern training programs (see (3) iii)). They also organize briefing sessions for implementing organizations aimed at making them better understand the labor standards-related laws and regulations.

In addition, they prepared a leaflet to distribute to implementing organizations on opportunities such as labor consultation and inspection and guidance in order to make them be aware of activities of potential trafficking in persons and recognize the importance of combatting trafficking in persons.

- On occasions such as the Technical Intern Training Business Council, which is established by the ministry and agency in charge of the technical intern training program, the Immigration Services Agency raises awareness of accepting organizations, etc. about the prevention of human rights

violations and trafficking in persons of technical intern trainees, besides disseminating measures to reduce the number of disappearing technical intern trainees and such cases.

- In the Specified Skilled Worker System, a council set up by the ministry and agency responsible for each specified industrial field and other meetings and conferences raise awareness of compliance with laws and regulations among the organizations of affiliation of the specified skilled workers, etc.

[Figure 14] Poster for Measures to Combat Trafficking in Persons, etc. (Cabinet Office)

**Forcing sexual services, etc. That Act! Stop Trafficking in persons**

Japanese authorities are intensifying the crackdown on human trafficking.

Human trafficking is a grave crime that violates human dignity and human rights. The following conducts are against the law and may result in criminal punishment.

- Introducing sex work to host club customers to collect their debts**  
Imprisonment **Up to 10 years**  
Employment Security Act, Article 53  
\*Imprisonment for not less than 1 year but not more than 10 years, or a fine of not less than 200,000 yen but not more than 1,000,000 yen
- Exploiting children for commercial sexual acts through compensated dating**  
Imprisonment **Up to 10 years**  
Child Welfare Act, Article 94(1)(i) and Article 60(1)\* etc.  
\*Imprisonment for not more than 3 years or a fine of not more than 1,000,000 yen, or both imprisonment for not more than 1,000,000 yen, or cumulative imposition of both penalties
- Harboring runaway children for indecent purposes**  
Imprisonment **Up to 10 years**  
Penal Code, Article 215  
\*Imprisonment for not less than 1 year but not more than 10 years
- Forcing targets into prostitution by luring them into sending their sexual photos via social media, then threatening to share them**  
Imprisonment **Up to 3 years**  
Anti-Prostitution Act, Article 7  
\*Imprisonment for not more than 3 years, or both imprisonment for not more than 3 years and a fine of not more than 100,000 yen, or both imprisonment for not more than 3 years and a fine of not more than 1,000,000 yen, or cumulative imposition of both penalties

**Any person who commits Child Prostitution**  
Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, Article 6

The acts of someone close to you could be human trafficking. If you suspect someone is a perpetrator or a victim of trafficking, please contact the nearest **police station (or call #9110)** or **The Anonymous-Reporting Hot Line (0120-924-839)**.

**For foreigners 0570-013904**  
For more information on human trafficking and consultation services  
Public Relations Human trafficking Search  
<http://www.gov-online.go.jp/useful/article/201111/3.html> **Japanese text only**

**Leaflet** (Digital version) PDF  
If someone shows you this leaflet, that person may be a victim of human trafficking. Please report it to the police or other authorities.

**Symbol for the Elimination of Violence Against Women**

Cabinet Secretariat/Cabinet Office/National Police Agency/Children and Families Agency/Ministry of Health, Labour and Welfare/Ministry of Education, Culture, Sports and Technology/Ministry of Health, Labour and Welfare/Ministry of Agriculture, Forestry and Fisheries/Ministry of Economy, Trade and Industry/Ministry of Land, Infrastructure, Transport and Tourism/Japan Coast Guard

**Realize // Forced sexual service, etc. // It Is Trafficking in persons!**

A crime may be happening in your own backyard --!  
**You or someone close to you might be a victim.**

- Your friend (or daughter) who enjoys a host club seems to have started working in the sex industry ...
- Apparently your friend is hunting for a compensated dating partner on social media ...
- They might have been coerced into sex work due to heavy debts.
- They might have already been sexually assaulted.
- A runaway has been offered accommodation by his online friend ...
- After sending her sexual photos to an online friend, she is forced into prostitution ...
- They might be targeted for indecent acts.
- They might be forced into prostitution.

**Human Trafficking in Japan in 2023**

- Approx. 80% of the victims were Japanese citizens.
- Approx. 60% of the victims were under 18 years of age.
- Approx. 61% of the victims were under 18 years of age.
- Approx. 80% of the victims suffered sexual exploitation.
- Sexual exploitation 79%
- Being forced to work as a nightclub hostess 15%
- Being forced to work as a night club hostess 15%
- Sexual exploitation 79%
- Sexual exploitation 79%

If you recognize yourself or someone else as a victim, or if you're asked for help, please contact the nearest **police station (or call #9110)** or **The Anonymous-Reporting Hot Line (0120-924-839)**.

**For foreigners 0570-013904**  
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**話してもいいのかな**

自分が悪いと思っていた。誰にも相談なんてできなかった。でも話してみたらこころが少し軽くなった気がした。

**DVや性暴力の悩み、受け止めてくれる人がきつという。**

話にくいこと、聞かせてくれてありがとう。あなたは何も悪くないよ。これからのこと、一緒に考えよう。

**聞かせてほしいな**

年齢・性別を問わず相談できます。

性犯罪・性暴力	配偶者・交際相手からの暴力
SNSで相談	SNSで相談
電話で相談	電話で相談
Cure time (キュアタイム)	DV相談 プラス
#8891	#8008

11月12日~25日は「女性に対する暴力をなくす運動」期間です。

**誰も傷つかない、未来へ。**

1時間前  
XXX\_XXX  
2人で飲んでたからとかさ、被害者を責めるのって違うんじゃない？

21分前  
XXX\_XXX  
「男なのに被害にあったの？」とか言う人いるけど、男性が被害にあう場合だってあるんだよ。

3時間前  
XXX\_XXX  
本人がいちばん、苦しいよね。友だちが飲んでたら「あなたは悪くない」と伝えようと思う #ひとりでは伝えられないで

13分前  
XXX\_XXX  
相手の同意のない性的な行為は性暴力だよ #性的同意

**#なくそう、性暴力**

**#悪いのは加害者**

4月は「若年層の性暴力被害予防月間」。相談しやすい社会を、みんなで作ろう。

性犯罪・性暴力被害者のためのワンストップ支援センター  
性被害被害相談電話(匿名) #8891  
性被害被害相談電話(非匿名) #8103  
相談時間: Cure time  
キュアタイム

年齢・性別を問わず相談できます。  
若年層 性暴力

内閣府、警察庁、消費者庁、こころも未来へナビ、消費者庁、消費者庁、消費者庁

[Figure 15] Poster titled “STOP! Child Sexual Abuse” (in English) (National Police Agency)



[Figure 16] “A Handbook of Safety Tips in Foreign Countries” (Ministry of Foreign Affairs) (Excerpt)



[Figure 17] Leaflet titled “the act against the technical intern is trafficking in persons”  
(Ministry of Health, Labour and Welfare)

技能実習生を受け入れている事業主の皆さま

## 技能実習生に対するその行為は 人身取引です

**人身取引<sup>※</sup>は、重大な人権侵害であり、犯罪です**

技能実習生に対する「強制労働」や「中間搾取」などは、人身取引に該当する可能性があります。**絶対にやめましょう。**

※ 労働搾取目的の人身取引に該当する事業とは、  
①法人または個人が財産上の利益を得る目的で、  
②暴力の行使、脅迫、監禁、詐欺、権力の濫用またははげしい弱立場に果するなどの手段を用いて、  
③加害者の影響下から離脱することを困難な状態に置いた上で、労働者の意思に反して働かせる  
の3つの条件を満たすものです。

<p><b>強制労働</b></p>  <p>労働者の意思に反して働かせる行為</p>	<p><b>中間搾取</b></p>  <p>第三者が労働者の賃金の一部を不当に得る（いわゆる「ピンハネ」）行為</p>
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**以下の行為も「人身取引」となる可能性があります**

以下の手段で、技能実習生を従わざるを得ない状況にして、労働基準関係法令に違反して働かせる行為も人身取引に該当する可能性があります。

<p><b>暴力、脅迫、監禁 その他の強制力</b></p>  <p>暴力、脅迫、監禁のほか、怒鳴る、殴りかかるとうとする など</p> <p><small>以下のような行為で技能実習生に恐怖を与え、働かせること、この手段に該当する可能性があります。</small></p> <ul style="list-style-type: none"> <li>・頭を小突いたり肩を叩く</li> <li>・住居から無断で外出を禁じ、勝手に外出すると罰金を取ると脅す</li> <li>・語尾に「アホ」などの言葉を付けて強い口調で注意する など</li> </ul>	<p><b>権力の濫用または ぜい弱な立場に乗ずる</b></p>  <p>職場内の上下関係を利用して、相手の弱い立場につけ込む など</p> <p><small>解雇されたら行くところがないといった技能実習生の弱い立場につけ込み、「解雇する」「帰国させる」などと言って働かせることも、この手段に該当する可能性があります。</small></p>
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厚生労働省 都道府県労働局 法務省出入国在留管理庁 外国人技能実習機構

#### **4 Promotion of identification of trafficking victims**

##### **(1) Promotion of efforts based on “Measures for Identification of Victims”**

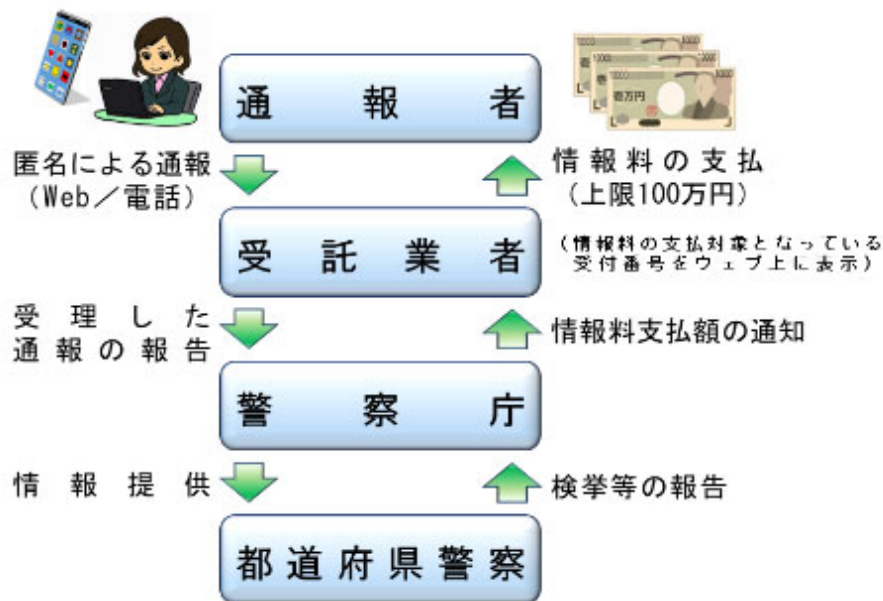
- Relevant ministries and agencies inform relevant administrative bodies about the “Methods to Deal with Trafficking in Persons (Measures for Identification of Victims)” (agreed by the June 23, 2010 Inter-Ministerial Liaison Committee Regarding Measures to Combat Trafficking in Persons), and based on this the relevant administrative bodies appropriately take measures for identification of victims.
  
- Through contact points such as dedicated police consultation phone lines and an Anonymous-Reporting Hot Line, the police are making efforts to respond to consultation requests and reports to the police in such a way as to ensure that crimes related to trafficking in persons are not overlooked.
  
- A private organization commissioned by the National Police Agency operates the Anonymous-Reporting Hot Line, which receives anonymous reports concerning cases of trafficking in persons and offenses suspected to be related to such cases (hereinafter referred to as “cases of trafficking in persons, etc.”), child welfare crimes, child abuse cases, and other such cases and crimes from citizens by telephone and through the website and pays rewards for information depending on the value of contribution which clears the case and protects victims. It is making efforts to call for reports using the website, posters, etc., and to achieve the early identification of these crimes, which often remain hidden.

When a report regarding a case of trafficking in persons, etc., is received, the information is shared with the relevant prefectural police department, which conducts an investigation. In FY2021, 127 reports regarding cases of trafficking in persons, etc. were received, while 288 and 266 reports were received in FY2022 and FY2023 respectively.

[Figure 18] Anonymous-Reporting Hot Line poster (National Police Agency)



[Figure 19] Anonymous-Reporting Hot Line procedure (National Police Agency)



- When the police receive consultation, consideration is given to the consultation place so that the consulter



does not feel any psychological pressure, such as a consultation room. If the consuler is female, a female officer will interview her if she wishes, and if the consuler is non-Japanese, an officer who can speak his or her native language will interview him or her as far as possible.

- The Immigration Services Agency has established trafficking in persons countermeasure secretariats within the General Affairs Divisions of Regional Immigration Services Bureaus to collect information relating to trafficking in persons. The secretariat also strives to increase identification of cases of trafficking in persons acting as a contact point for related organizations and the general public to provide trafficking-related information.
- When Japanese Embassies and Consulates come into contact with information pertaining to the victims of trafficking in persons, the information is provided swiftly to the relevant ministries and agencies through the Ministry of Foreign Affairs.

**(2) Informing latent victims about agencies to which they can report the crime and the measures for protecting them**

- Every fiscal year since FY2004, the Cabinet Office has produced a poster and leaflet for raising awareness of the measures against trafficking in persons and posted it on its website.  
The Japanese and English versions have been prepared to introduce specific examples for encouraging potential trafficking victims to make a damage report, and to provide the contact numbers for reporting, such as nearest Police Station, Anonymous Reporting Hot Line, and Regional Immigration Services Bureau, etc. In FY2024, the Cabinet Office produced about 46,000 posters and leaflets for perpetrators titled “Never do it! It is human trafficking (forced sexual service or labor)” and about 46,000 posters and leaflets for victims titled “Recognize it! It is human trafficking (forced sexual service or labor)” and distributed these to about 4,500 places including local governments, airports and sea ports, universities and technical colleges, the Japan Association of Travel Agents, IOM, and other relevant organizations. The Cabinet Office also displayed the posters in train stations and conducted public relations and awareness activities on the posters and awareness videos focusing on perpetrators of sexual exploitation using means such as social media.

[Repeated from 3 (7) i]

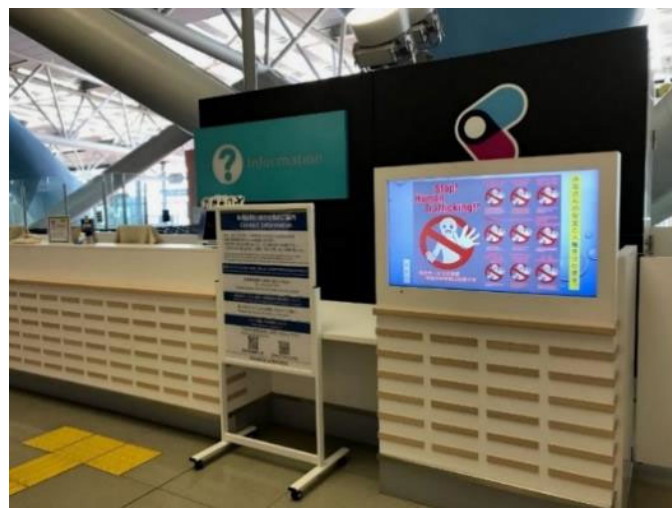
- Since 2005, the National Police Agency has produced leaflets in several languages calling for people to report cases of trafficking in persons to the police, with the aim of discovering latent victims. These leaflets are distributed to the relevant ministries and agencies, embassies in Tokyo, and NGOs, and also placed in places that can easily catch the eyes of the victims and made available online.  
From the perspective of victims, the leaflet was revised to increase portability and an understandable

design with key words and illustrations, reflecting feedback from NGOs and foreign embassies in Tokyo. The leaflets in ten languages (Japanese, English, Chinese, Korean, Spanish, Russian, Thai, Tagalog, Indonesian, and Vietnamese) were prepared and distributed, and digital signage using the leaflet data has been displayed at multiple international airports in Japan. In addition, public relations activities have been carried out using advertisements placed on social media, in order to facilitate reports from the victims of trafficking in persons to the police.

[Figure 20] Leaflet for measures to combat trafficking in persons (National Police Agency)



[Figure 21] Digital signage displayed at an international airport (National Police Agency)

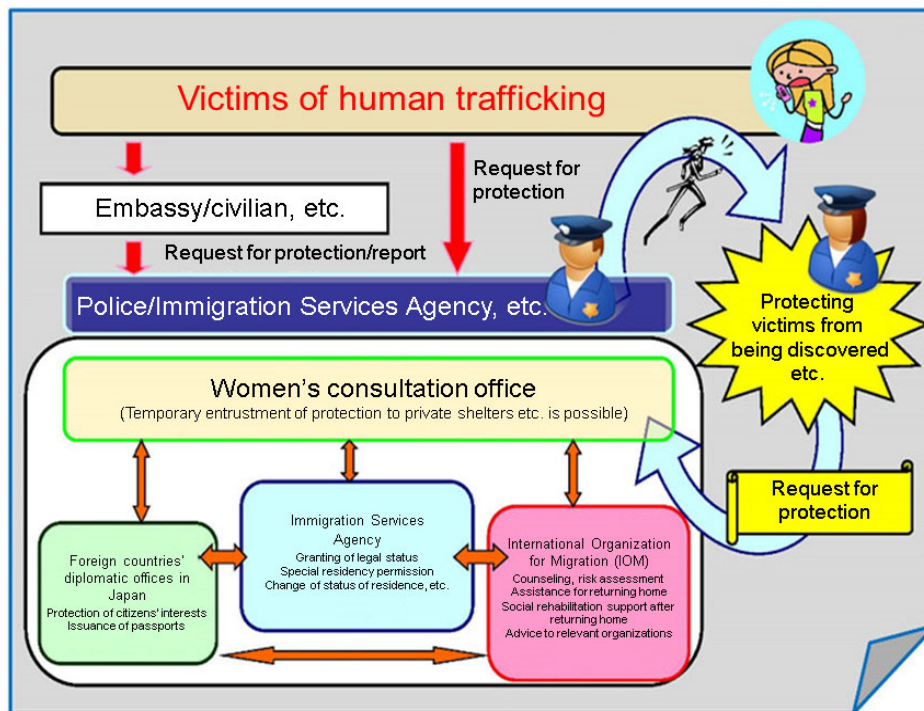


[Figure 22] Public relations activities for combating trafficking in persons using advertisements placed on social media (National Police Agency)



- The Immigration Services Agency has listed on its automatically translated multi-language website the contact points for consultation and providing information relating to trafficking in persons, and its policies and processes relating to victim protection measures. In addition, efforts have also been made to make leaflets produced by the National Police Agency readily available to trafficking victims by, for example, placing them at regional immigration services bureau examination counters and airport landing examination counters.

[Figure 23] The process for putting victims under protection (Immigration Services Agency)



### (3) Strengthening of counseling in foreign languages

- In order to respond quickly and accurately to Dial 110 calls from non-Japanese speakers, the prefectural police operate a “three way calling system” in which the caller, personnel of the Communications and Command Center, and personnel of the Interpretation Center, etc., communicate at the same time and receive a report from the caller. In addition, in order to respond to reports concerning urgent cases from non-Japanese speakers, the prefectural police utilize materials and equipment with multilingual translation functions, assign staff members who can respond in foreign languages, and conduct language training, etc., for them.
- The Immigration Services Agency has established the “Immigration Information Center,” which provides consultation services concerning procedures of immigration control and residency and advice how to fill out the required forms for such procedures for foreign nationals and their related parties in multiple languages with a single telephone number usable nationwide. The Immigration Information Center also provides information and consultation services relating to trafficking in persons. Each Regional Immigration Services Bureau and District Immigration Services Office (excluding Airport District Immigration Offices) has consultants who provide consultation for visitors.
- The human rights bodies of the Ministry of Justice have established “Human Rights Counseling Centers for Foreigners” (available in about 80 languages) in Legal Affairs Bureaus, as well as the “Foreign-

Language Human Rights Hotline” which is a telephone counseling service and the “Foreign Language Human Rights Counseling Service on the Internet” on their website (provided in ten foreign languages (English, Chinese, Korean, Vietnamese, Filipino, Portuguese, Nepalese, Spanish, Indonesian, and Thai)). These contact points have been publicized on the website and in a leaflet produced in each available language.

[Figure 24] Foreign-Language Human Rights Counseling Leaflet (in English) (Ministry of Justice)  
(Excerpt)

**Human Rights Counseling Centers for Foreigners**

For those who are not comfortable speaking Japanese, Legal Affairs Bureaus and District Legal Affairs Bureaus throughout Japan provide human rights counseling services.

**Legal Affairs Bureaus and District Legal Affairs Bureaus throughout Japan**  
Weekdays (closed on New Year holidays) 9:00-17:00

※It is available in approximately 80 languages.

● Human Rights Counseling Centers for Foreigners  
<https://www.moj.go.jp/JINKEN/jinken21.html>

※For counseling in foreign languages, feel free to use the Foreign-language Human Rights Hotline (Navi Dial) on the right-hand page.

Besides Legal Affairs Bureaus and District Legal Affairs Bureaus, human rights counseling is provided at the places below.

<b>Takamatsu-shi</b>	1-1 1-63 Ban-cho Takamatsu-shi Kagawa [Location] - pal Kagawa (Kagawa International Exchange Center) meeting room
English	Chinese
Every 3 <sup>rd</sup> Friday of the month, 13:00-15:00 (by appointment)	
<b>Matsuyama-shi</b>	1-1 Dougochiman Matsuyama-shi Ehime [Location] Ehime Prefectural International Center (EPIC)
English	Chinese
Every 4 <sup>th</sup> Thursday of the month, 13:30-15:30	

**Foreign-language Human Rights Hotline**

The phone number (Navi Dial) below is available for human rights counseling for those who are unable to speak Japanese fluently. Feel free to consult with us by telephone from anywhere in Japan.

**Foreign-language Human Rights Hotline (Navi Dial)**  
**0570-090911**  
Weekdays (closed on New Year holidays) 9:00-17:00

English Chinese Korean Filipino Portuguese  
Vietnamese Nepali Spanish Indonesian Thai

※Your call will be directed to the nearest Bureau to you via a multilingual interpretation service company.  
※Please make sure you dial the correct number.

**Human Rights Counseling Services in foreign languages on the Internet**

The Ministry of Justice has set up an Internet Human Rights Counseling Service on its website. This service provides human rights counseling from anywhere in Japan.

● Human rights counseling services in English on the Internet  
<https://www.moj.go.jp/JINKEN/jinken21.html#01>

English Chinese Korean Filipino Portuguese  
Vietnamese Nepali Spanish Indonesian Thai

外国人相談センター  
外国人相談センター

**You can consult about human rights issues in your language.**

**Information on Human Rights Counseling in Foreign Languages**

Human Rights Bureau, Ministry of Justice  
National Federation of Associations of Human Rights Volunteers

**The troubles you encounter may be infringement of human rights.**

A hairdresser refused to cut your hair.

You were not allowed to rent an apartment.

Your child is bullied at school.

Different customs that are hard to accept.

**Don't worry alone. Consult with us first.**

**[Face-to-face counseling]**

For those who are not comfortable speaking Japanese, Legal Affairs Bureaus and District Legal Affairs Bureaus throughout Japan provide human rights counseling services.

**[Telephone counseling]**

We offer telephone counseling through the Foreign-language Human Rights Hotline (Navi Dial).

**[Counseling on the Internet]**

We accept human rights inquiries in 10 languages on the Internet Human Rights Counseling Services.

**We will find the best solution to your problem.**

**Cancellation**  
We mediate in discussions.

**Instructions and recommendation to violators**  
We will demand the violator to improve the situation.

**Advice and referrals**  
We make referrals to specialized agencies that can provide legal advices.

- The Ministry of Health, Labour and Welfare has implemented the following approaches in 13 languages (English, Chinese, Portuguese, Spanish, Tagalog, Vietnamese, Nepalese, Burmese, Korean, Thai, Indonesian, Cambodian (Khmer), and Mongolian).
  - Established Foreign Workers Consultation Corner at Prefectural Labor Bureaus and Labor Standards Inspection Offices (available languages and business hours and days vary depending on the location).
  - Established the Telephone Consultation Service for Foreign Workers for those who cannot visit Foreign Workers Consultation Corner and who cannot have a consultation in their language at a nearby Foreign Workers Consultation Corner.
  - Established the Labor Standards Advice Hotline (consignment business: 17:00 to 22:00 on weekdays, 9:00 to 21:00 on weekends and holidays (except from December 28th through January 3rd)) that accepts consultations during the night on weekdays and on Saturdays, Sundays, and national holidays for those who cannot visit the Consultation Corner during office hours of Prefectural Labor Bureaus and Labor Standards Inspection Offices.
  - Prepared a leaflet titled For All Foreign Nationals Working in Japan – Working Conditions Handbook and distributed it at Prefectural Labor Bureaus and Labor Standards Inspection Offices.

[Repeated from 3 (3) ii)]

- Since the enforcement of the Technical Intern Training Act in November 2017, the OTIT has been providing the native language consultation counters available in eight languages (English, Chinese, Thai, Filipino, Vietnamese, Indonesian, Burmese, and Cambodian) by email and telephone. In addition, since April 2021, the OTIT has provided consultation for technical intern trainees by establishing “Technical Intern Trainee’s SOS and Dedicated Consultation Desk” as a dedicated consultation desk for urgent cases like violence and threats.

[Repeated from 3 (3) ii)]

#### **(4) Coordination with embassies in Tokyo**

- In light of the fact that some foreign victims of trafficking in persons seek protection from the embassies of their country of origin, the Ministry of Foreign Affairs encourages embassies in Tokyo to establish consultation service points for victims of trafficking in persons and calls for their cooperation in raising awareness by distributing leaflets on measures against trafficking in persons.

#### **(5) Promotion of calling the attention of potential victims of trafficking in persons through overseas diplomatic missions**

- The Ministry of Foreign Affairs distributes leaflets produced by the National Police Agency (see (2)) and leaflets and posters produced by the Cabinet Office (see 3 (7) i) to overseas diplomatic missions, etc. The Ministry also carried out public relations activities and awareness-raising activities both in Japanese and

English through its social media pages (X and Facebook) on the World Day Against Trafficking in Persons (July 30).

- The Ministry of Foreign Affairs raises awareness on trafficking in persons by providing visa applicants with leaflets during the application process at the Embassies and Consulates. In countries where accredited agencies handle visa applications and issuance, the Ministry of Foreign Affairs also requests those agencies for their cooperation to alert visa applicants of the risks and issues pertaining to trafficking in persons.

**(6) Operation of the Internet Hotline Center (IHC)**

- The National Police Agency entrusts the private sector with operation of the Internet Hotline Center (IHC), which receives reports from Internet users, etc., about illegal information such as inducements for the purpose of prostitution or public displays of child pornography, and reports the information to the police and requests the website administrator to delete the information.

From February 2023, the scope of information handled by the IHC includes information closely related to a grave crime that is likely to cause harm to an individual's life or body, strengthening measures against information on the Internet related to contracting human trafficking, organ trafficking, kidnapping, arrest, and confinement.



[Figure 25] Consultation and provision of information on trafficking in persons

<b>[Prefectural police]</b>	
Emergency call (Tel): 110      Police consultation counter (Tel): # 9110	
<b>[Anonymous Reporting Hot Line] (National Police Agency)</b>	
Tel: 0120-924-839      website: <a href="https://www.tokumei24.jp/">https://www.tokumei24.jp/</a>	
<b>[Internet Hotline Center (IHC)] (National Police Agency)</b>	
Website: <a href="https://www.internethotline.jp">https://www.internethotline.jp</a> <a href="https://www.internethotline.jp">https://www.internethotline.jp</a>	
<b>[Immigration Services Agency]</b>	
<ul style="list-style-type: none"> <li>● <b>Immigration Information Center</b> Tel: 0570-013904</li> </ul>	*Foreign language support
<ul style="list-style-type: none"> <li>● <b>Regional Immigration Services Bureau</b> List: <a href="https://www.moj.go.jp/isa/about/region/index.html">https://www.moj.go.jp/isa/about/region/index.html</a></li> </ul>	
<b>[Human rights counseling] (Ministry of Justice)</b>	
<ul style="list-style-type: none"> <li>● <b>Human Rights Hotline</b> Tel: 0570-003-110</li> </ul>	
<ul style="list-style-type: none"> <li>● <b>Human Rights Counseling Centers for Foreigners</b> Website: <a href="https://www.moj.go.jp/JINKEN/jinken21.html">https://www.moj.go.jp/JINKEN/jinken21.html</a></li> </ul>	*Foreign language support
<ul style="list-style-type: none"> <li>● <b>Foreign-language Human Rights Hotline</b> Tel: 0570-090911</li> </ul>	*Foreign language support
<ul style="list-style-type: none"> <li>● <b>Foreign Language Human Rights Counseling Service</b> Website: <a href="https://www.moj.go.jp/JINKEN/jinken21.html#01">https://www.moj.go.jp/JINKEN/jinken21.html#01</a></li> </ul>	*Foreign language support
<b>Other related contacts</b>	
<b>[Human rights issues for women]</b>	
<ul style="list-style-type: none"> <li>● <b>Women's Rights Hotline</b> (Ministry of Justice) Tel: 0570-070-810</li> </ul>	
<ul style="list-style-type: none"> <li>● <b>Women's Counseling and Support Centers</b> (Ministry of Health, Labour and Welfare) List: <a href="https://www.mhlw.go.jp/stf/newpage_40452.html">https://www.mhlw.go.jp/stf/newpage_40452.html</a></li> </ul>	
<b>[Human rights issues for children]</b>	
<ul style="list-style-type: none"> <li>● <b>Children's Rights Hotline</b> (Ministry of Justice) Tel: 0120-007-110</li> </ul>	
<ul style="list-style-type: none"> <li>● <b>Child Guidance Centers</b> (Children and Families Agency) List: <a href="https://www.cfa.go.jp/policies/jidougyakutai/jisou-ichiran/">https://www.cfa.go.jp/policies/jidougyakutai/jisou-ichiran/</a></li> </ul>	
<b>[Problems related to technical intern trainees]</b>	
<ul style="list-style-type: none"> <li>● <b>General Labor Consultation Service</b> (Ministry of Health, Labour and Welfare) *Foreign language support List: <a href="http://www.mhlw.go.jp/general/seido/chihou/kaiketu/soudan.html">http://www.mhlw.go.jp/general/seido/chihou/kaiketu/soudan.html</a></li> </ul>	

● **Advisory Services for Foreign Workers, Telephone Consultation Service for Foreign Workers**

(Ministry of Health, Labour and Welfare)

\*Foreign language support

List: <http://www.check-roudou.mhlw.go.jp/soudan/foreigner.html>

● **Labor Standards Advice Hotline** (Commissioned project of the Ministry of Health, Labour and Welfare)

List: <https://www.check-roudou.mhlw.go.jp/lp/hotline/>

\*Foreign language support

● **Native Language Consultation, Technical Intern Trainee's SOS and Dedicated Consultation Desk**

(Organization for Technical Intern Training: OTIT)

\*Foreign language support

List: <https://www.otit.go.jp/notebook/>

**[Consultation on sexual crimes and sexual violence]**

● **One-Stop Support Center for Victims of Sexual Crimes and Sexual Violence**

Tel: Nation-wide common number #8891

List: [https://www.gender.go.jp/policy/no\\_violence/seibouryoku/consult.html](https://www.gender.go.jp/policy/no_violence/seibouryoku/consult.html)

List: [https://www.gender.go.jp/policy/no\\_violence/seibouryoku/consult.html](https://www.gender.go.jp/policy/no_violence/seibouryoku/consult.html)

● **Consultation phone for victims of sex crimes (connected to the counseling phone of the prefectural police for victims of sex crime, which has jurisdiction over the location of the caller)**

Tel: Nation-wide common number #8103

**[Other]**

● **Multilingual Information Service** (Houterasu)

\*Foreign language support

Tel: 0570-078377 (IP: 050-3754-5430)

● **Yoriso Hotline** (General Incorporated Association Social Inclusion Support Center)

\*Foreign language support

Tel: 0120-279-338

## **5 Eradication of trafficking in persons**

### **(1) Thorough control**

- Each of the relevant organizations takes thorough steps to crackdown on trafficking in persons, and at the same time, responds actively to other related issues (offenses related to trafficking in persons) that may be connected with undetected trafficking in persons (see 2 (1) ii) for more information on the crackdown on trafficking in persons).

#### **i) Strengthening of cooperation among relevant administrative agencies by the Law Enforcement Task Force against Trafficking in Persons**

- In June 2014, the Law Enforcement Task Force against Trafficking in Persons was established, comprising members from the National Police Agency, the Ministry of Justice, the Supreme Public Prosecutors Office, the Ministry of Health, Labour and Welfare, and the Japan Coast Guard to cooperate and share information about offenses related to trafficking in persons.

#### **ii) Thorough control of trafficking in persons by use of the Handbook on Measures against Trafficking in Person**

- In September 2014, the Law Enforcement Task Force against Trafficking in Persons produced “Handbook on Measures against Trafficking in Persons,” which summarizes information such as the laws and regulations applicable to trafficking in persons and concrete cases of application of these laws. In February 2022, it was revised by updating to the latest application and is actively utilized by the police, the Immigration Services Agency, the Public Prosecutors Office, the Labor Standards Inspection Offices, and the Japan Coast Guard in conducting investigation and other activities.

#### **iii) Thorough control of prostitution**

- In 2024, the police arrested 381 people in connection with 413 cases of violation of the Anti-Prostitution Act. Since there were cases where female customers were requested considerable payments at a “host club”, etc. and coerced into engaging in prostitution for the payment of receivables or introduced to sex-related business, a strict crackdown has been promoted over malicious “host clubs”.

A strict crackdown has also been promoted because there was a case where a group of prostitution encouraged women to engage in prostitution overseas.

#### **iv) Promotion of initiatives for the problems of malicious “host clubs”**

- In addition to the crackdown provided in iii), the government has posted a leaflet that calls attention to the problems of malicious “host clubs” and provided contact numbers of professional organizations according to the content of consultation on the websites of related ministries and agencies, and

distributed it through cooperation with local governments.

[Figure 26] Leaflet that calls attention to the problems of malicious “host clubs”



- The Consumer Affairs Agency announced on its website that a rescission of a contract on eating or drinking at a “host club” may be allowed with consumers’ intention if the contract meets the requirements for the rescission right, such as so-called “romance scam”, that are specified in the Consumer Contract Act (Act No. 61 of 2000). In FY2024, as in FY2023, it distributed a leaflet that calls attention to the problems of malicious host clubs to the Consumer Affairs Centers throughout the country.
- The Ministry of Health, Labour and Welfare has introduced cases of arrests in the Q&A section to explain that it is a violation of Article 63 of the Employment Security Act (Act No. 141 of 1947) that staff members of “host clubs”, scouts, and other relevant persons help find sex-related work or prostitution work (such violation is subject to penal provisions). Labor Standards Inspection Offices have worked with the police to conduct on-site inspections of “host clubs” and take other measures against malicious “host clubs” based on the Labor Standards Act (Act No. 49 of 1947).
- The Cabinet Office produced posters and leaflets for raising awareness of combating trafficking in persons. Since FY2023, a poster for perpetrators has introduced cases such as “Introducing sex-related business to customers for collecting receivables” and that for victims has introduced cases such as “You

may be burdened with a lot of debt and coerced to work at sex-related business,” both of which are cases related to the issues of receivables at host clubs, etc. The Cabinet Office has distributed these to about 4,500 places, including local governments, airports and sea ports, universities and technical colleges, the Japan Association of Travel Agents, IOM, and other relevant organizations. It has also displayed the posters in train stations and posted them on its website.

- In July 2024, the National Police Agency established the Review Committee on Measures against Malicious Host Clubs composed of experts, and in December 2024, the committee compiled a report on measures against malicious host clubs. Based on the report, the National Police Agency submitted a bill to partially amend the Act on Control and Improvement of Amusement Business at the 217th Session of the Diet on March 7, 2025.

The Act Partially Amending the Act on Control and Improvement of Amusement Business was enacted at the same Session of the Diet on May 20, 2025, and promulgated in the same month (Act No. 45 of 2025).

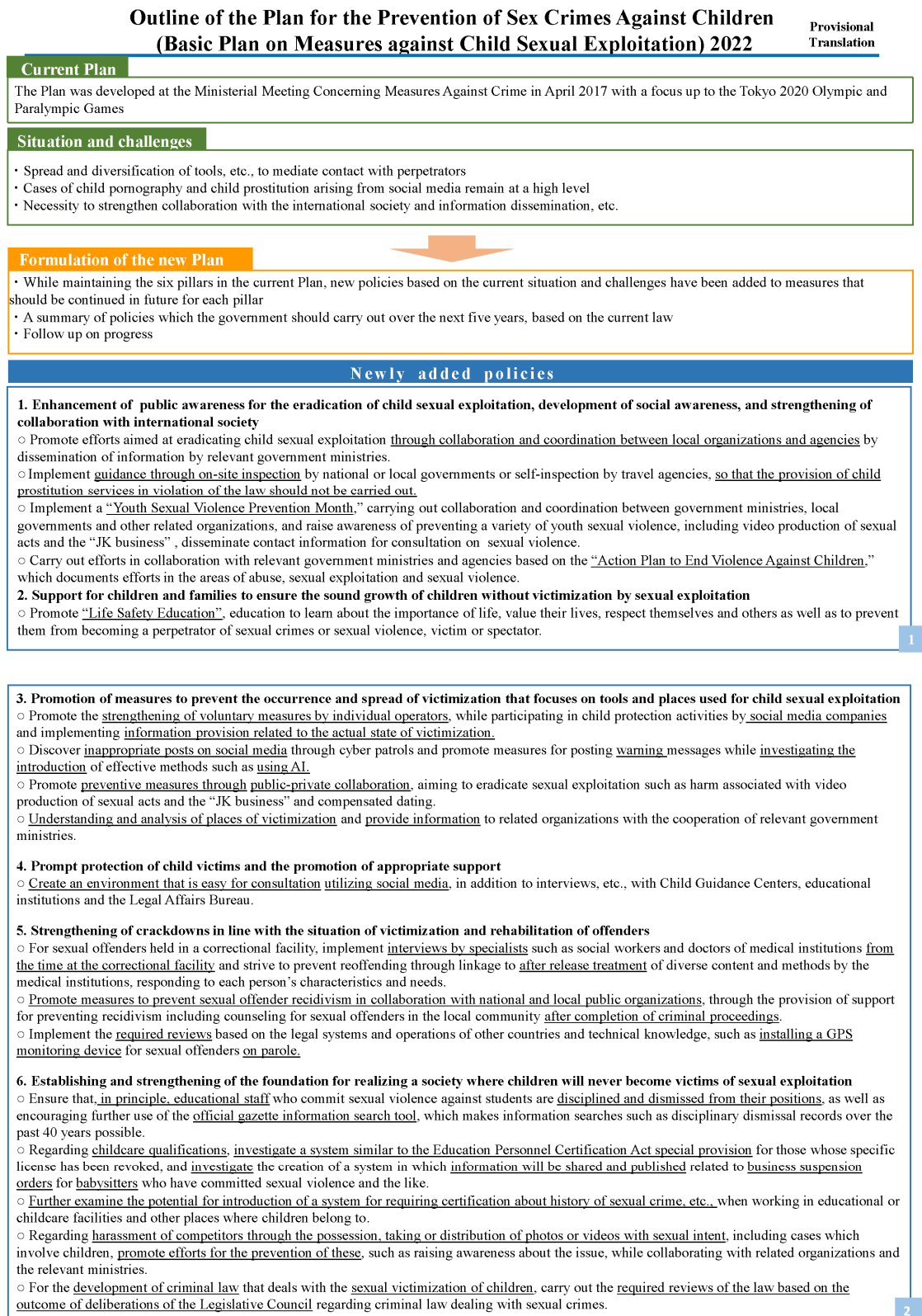
**v) Strict response to sexual exploitation of children**

- The police are working closely together with the relevant ministries and authorities on measures to crackdown on child prostitution and pornography-related crimes, measures to prevent the distribution and viewing of child pornography, and the early detection and support of child victims. In 2024, 290 people were arrested in connection with 416 cases of child prostitution crimes, while 1,424 people were arrested in connection with 2,783 cases of child pornography crimes.
- With the intent of confirming the policy to date of strictly responding to cases of trafficking in persons, in March 2018 the Supreme Public Prosecutors Office notified public prosecutors nationwide that when applying the Child Welfare Act to cases of trafficking in persons they should take care to ensure the imposition of strict sentences, primarily imprisonment with labor.  
Most of the cases of applying the Child Welfare Act to trafficking offences after this notification were sentenced imprisonment.
- As part of efforts to eradicate the sexual victimization of children resulting from child prostitution and production of child pornography, etc., and advocate the rights of child victims, on March 29, 2016, a cabinet decision was made on “Regarding the Basic Policy for Practices Relating to Measures against Child Sexual Exploitation.”  
In April 2017, the “Basic Plan on Measures against Child Sexual Exploitation (Plan for the Prevention of Sex Crimes against Children)” was formulated at the Ministerial Meeting Concerning Measures Against Crime, and the entire government has been working on preventive measures in close

coordination with relevant ministries and agencies.

However, looking at the current situation in Japan, with the spread among children of smartphones and other devices connected to the Internet, the number of children victimized by violations of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children (Act No. 52 of 1999) attributable to social media has remained at a high level. In order to respond to the current situation and challenges, on May 20, 2022, the Ministerial Meeting Concerning Measures Against Crime approved the “Plan for the Prevention of Sex Crimes against Children (Basic Plan on Measures against Child Sexual Exploitation) 2022” with additional measures. The plan maps out the policies and measures that need to be implemented to realize the eradication of crimes relating to child prostitution and child pornography, which are offenses related to trafficking in persons. Since the plan also includes direct measures against trafficking in persons such as implementation of public relations and awareness-raising activities for the eradication of trafficking in persons, and promotion of the protection of trafficking victims, etc., the implementation of policies based on this basic plan is expected to contribute to the prevention of trafficking in persons. Currently, under the initiative of the Liaison Committee among Ministries and Agencies on Measures against Sexual Exploitation of Children and under the coordination of the Children and Families Agency, the Cabinet Office, the National Police Agency, the Ministry of Internal Affairs and Communications, the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Education, Culture, Sports, Science and Technology, the Ministry of Health, Labour and Welfare, the Ministry of Economy, Trade and Industry, and the Japan Tourism Agency are taking measures against sexual exploitation of children according to their affairs under jurisdiction.

[Figure 27] Outline of the Plan for the Prevention of Sex Crimes against Children (Basic Plan on Measures against Child Sexual Exploitation) 2022 (Children and Families Agency)



**vi) Thorough control of vicious employers and brokers**

- In 2024, with regard to crimes relating to the employment of foreign workers, in 326 people, including employers and brokers, were arrested in connection with 278 cases.
- In 2024, the Immigration Services Agency cracked down on 160 workplaces suspected of illegal employment. In addition, based on the policy concerning the “Promotion of the Measures against Illegal Employment of Foreign Nationals” agreed between the National Police Agency, the Ministry of Justice, and the Ministry of Health, Labour and Welfare (see 3 (2) i)), the Immigration Services Agency has been proactively reporting malicious employers and brokers to the police and bringing charges against them.

[Repeated from 3 (2) ii)]

- In 2024, Prefectural Labor Bureaus and Labor Standards Inspection Offices conducted inspection and guidance on 11,356 implementing organizations (preliminary figures). As a result, 8,311 implementing organizations (preliminary figures) were found to be in violation of labor standards-related laws and regulations and were issued corrective recommendations. Among these cases, eight cases (preliminary figures) were referred to prosecutors. These cases involved serious/ heinous violations of labor standards-related laws and regulations in relation to technical intern trainees, such as illegal overtime work/working on days off, and lower extra pay for overtime work than legal extra pay.

[Repeated from 3 (3) iii)]

- In 2024, Prefectural Labor Bureaus, Labor Standards Inspection Offices, and the OTIT strengthened their cooperation based on the notification released in 2021 and carried out joint inspections or investigations on 34 implementing organizations (preliminary figures). As a result, Prefectural Labor Bureaus and Labor Standards Inspection Offices issued correction orders to 31 cases (preliminary figures) where violations of labor standards-related laws and regulations were identified. In addition, the OTIT issued correction orders to 23 cases (preliminary figures) where violations of the Technical Intern Training Act were identified.

[Repeated from 3 (3) iii)]

**vii) Thorough control of trafficking in persons for the purpose of labor exploitation of technical intern trainees, etc.**

- In the case that the OTIT ascertains a fact that violates the Technical Intern Training Act, immigration laws and regulations or labor-related laws and regulations, it reports, provides information, etc. to immigration services organizations and labor standards inspection bodies, etc. and carries out joint



investigations with the Regional Immigration Services Bureau, etc. and on-site inspections by itself. Upon on-site inspection, depending on the type of violation, the government takes disciplinary actions such as administrative actions against the supervising organization and the implementing organization. In FY2024, the government revoked the authorization of six supervising organizations and the accreditation of technical intern training plans made by 55 implementing organizations.

[Repeated from 3 (3) i)]

- The officials in charge of addressing trafficking in persons at the Prefectural Labor Bureaus take the lead in uncovering suspected cases of labor trafficking against technical intern trainees. When they identify such cases, they instruct the Labor Standards Inspection Offices to conduct joint inspection and investigation with the OTIT.

[Repeated from 3 (3) iii)]

## **(2) Crime control across borders**

### **i) Strengthening of cooperation with relevant foreign organizations**

- The National Police Agency has convened Contact Point Meetings on trafficking in persons once every year since 2004, at which officials from embassies in Tokyo, relevant ministries and agencies, prefectural governments, NGOs, IOM, and so on discuss issues and share information online. In 2024, the conference was held October 1.
  
- Annually from 2002 to 2016, the National Police Agency held the Conference of Investigators on Commercial Sexual Exploitation of Children in Southeast Asia annually, inviting overseas investigation organizations based in Southeast Asia and Tokyo to the Conference to expand and strengthen cooperation on investigations related to crimes committed abroad.  
From 2017, in order to further strengthen measures to prevent child sexual exploitation, the Conference was developed into a form that enables international organizations and private organizations taking measures to prevent child sexual exploitation to participate in addition to officials in charge from relevant ministries, foreign organizations, and prefectural police. The title of the Conference has been changed to “Specialist Group Meeting on Child Sexual Exploitation.” In addition to the efforts of the government and the police, the activities of the private organizations and foreign organizations are also introduced to promote understanding of the situation by Japanese people and the international community and to work on exchanging information and strengthening collaboration with related organizations and groups.  
At the same conference held in February 2025, Europol, U.S. Homeland Security Investigations, private organizations, National Police Agency, and the Metropolitan Police Department gave presentations.

- To promote initiatives of the international society for eradication of child sexual exploitation on a global scale, the National Police Agency conducted international joint operations on online child sexual exploitation with the Singapore Police Force and other foreign police organizations from February 24 to March 28, 2025. A total of 544 people (including 111 suspects of child pornography-related crimes in Japan) in six countries and regions (Japan, Singapore, Korea, Hong Kong, Thailand, and Malaysia).
- The police, through INTERPOL, share necessary information on trafficking techniques with investigative organizations in countries from which victims of trafficking in persons came.
- Since November 2004, the Ministry of Foreign Affairs had been providing information on lost and stolen passports (such as passport numbers) to INTERPOL through the National Police Agency. Since March 2022, the Ministry has been providing such information directly to INTERPOL in a prompt manner and this information is utilized in immigration screening conducted by Interpol member countries.

**ii) Enhancement of international mutual legal assistance**

- Japan promptly and appropriately makes request for or provides mutual legal assistance related to trafficking in persons cases based on its domestic laws (such as the Act on International Assistance in Investigation and Other Related Matters (Act No. 69 of 1980)) and treaties, agreements, etc. on mutual legal assistance in criminal matters concluded with other countries or regions.
- Japan has concluded treaties and agreements on mutual legal assistance in criminal matters with the United States (effective from July 2006), the Republic of Korea (effective from January 2007), China (effective from November 2008), Hong Kong (effective from September 2009), the EU (effective from January 2011), Russia (effective from February 2011), and Viet Nam (effective from August 2022), as well as signed a treaty on mutual legal assistance in criminal matters with Brazil in January 2024, and is proactively considering the possibility of concluding such treaties with other countries.
- As a result of concluding the United Nations Convention against Transnational Organized Crime in July 2017 (see 1 (1), 7 (1) i)), for the crimes stipulated in Article 3 of the Convention, it is now possible to provide mutual legal assistance promptly with the States Parties of the Convention through the central authority rather than through diplomatic channels.

## **6 Protection and support of trafficking victims**

### **(1) Promotion of efforts based on “Measures for Protection of Victims”**

- Relevant ministries and agencies provide information to relevant administrative organizations regarding the “Methods to Deal with Trafficking in Persons (Measures for Protection of Victims)” (agreed by the July 1, 2011 Inter-Ministerial Liaison Committee Regarding Measures to Combat Trafficking in Persons), and based on this the relevant administrative organizations collaborate with each other to appropriately take measures related to the protection of victims.
- With regard to victims of trafficking in persons, in full consideration of their standpoints and based on their wishes, the Immigration Services Agency makes efforts to stabilize the legal status of victims by permitting extension of the period of stay or change of the status of residence, or by granting them special permission to stay.

The number of non-Japanese victims who were put under protection by the Immigration Services Agency in 2024 was seven. All of these victims possessed the status of residence, and all of them were permitted to change the status of residence.

[Repeated from 2 (1) i)]

With regard to victims who wish to stay in Japan and victims who are unable to return to their countries, the Immigration Services Agency considers the situation of each individual while respecting their wishes, and where necessary, permits them to change their statuses of residence to ones that allow them to work in Japan.

- The Ministry of Health, Labour and Welfare has placed consultation and interpretation staff at Hello Work offices (employment service centers) mainly in regions with a large number of foreign workers in order to provide advice and support with a view to realizing stable employment for foreign nationals, including victims of trafficking in persons.

Training Courses for Promoting Stable Employment of Foreign Residents are also held with the aim of promoting stable employment by enhancing participants’ communication skills in the workplace and assisting them to acquire knowledge about Japan’s labor laws and regulations, etc.

### **(2) Strengthening of protection**

- As part of the remedy procedures, the human rights bodies of the Ministry of Justice launched a system to provide trafficking victims, including male victims, with temporary accommodation as an emergency refuge in October 2015.

- The Technical Intern Training Act, which was enforced on November 1, 2017 establishes, in particular, regulations prohibiting acts such as infringing the human rights of technical intern trainees and penalties for violations, and puts in place measures for protecting technical intern trainees including appropriately addressing issues reported by technical intern trainees and coordinating transfers/relocations of technical intern trainees. The OTIT, which engages in the administrative work related to the above-mentioned, was also incorporated as a legal entity on January 25, 2017 and started operation

[Repeated from 3 (3) i)]

### **(3) Provision of support to victims**

#### **i) Raising awareness to support trafficking victims**

##### **a) Cabinet Office**

- From the perspective of improving knowledge and raising awareness of local government officials in charge of support for victims of sexual violence, the Cabinet Office has provided the relevant divisions of prefectural governments with information on trafficking in persons such as forced sexual service.

##### **b) National Police Agency**

- The police school provides training on measures against trafficking in persons for newly recruited police officers and promoted police officers.
- In order to contribute to improving the professional skills of police officers, training is conducted by National Experts designated by the National Police Agency.
- Every year the National Police Agency offers training on measures to combat offenses related to trafficking in persons, targeted at executive staff across Japan who are responsible for cracking down on sex-related offenses.
- When the police receive a consultation, consideration is given to the consultation place so that the consuler does not feel any psychological pressure, such as a consultation room. If the consuler is female, a female officer will interview her if she wishes, and if the consuler is non-Japanese, an officer who can speak his or her native language will interview him or her as far as possible.

[Repeated from 4 (1)]

##### **c) Ministry of Justice**

- The Ministry of Justice provided trafficking in persons-related lectures, etc. to public prosecutors during training workshops etc., provided to them in correspondence to the years of experience. Furthermore, the Public Prosecutors Office widely informs the approach to be taken at various

meetings at which nationwide public prosecutors gather that they should actively respond to cases of trafficking in persons, and shares specific examples and experiences of cases of trafficking in persons in Public Prosecutors Offices nationwide.

d) Immigration Services Agency

- The Immigration Services Agency puts efforts into advancing the knowledge and awareness of its officials on measures to combat trafficking in persons through lectures on human rights at training programs according to their career. In addition, in cooperation with external instructors from the relevant ministries and agencies, IOM, and NGOs, specialized training on human rights and measures to combat trafficking in persons was also conducted targeting mid-level officials who deal directly with such trafficking cases. An initiative was also implemented in which the officials who received this training fed back what they learned to provide training for frontline staff.

In specially-developed training on trafficking in persons countermeasures, the agency carries out a lecture emphasizing the practical work involved in identifying victims, including case studies that clarify the main points to consider when identifying victims.

- With regard to victims of trafficking in persons, in full consideration of their standpoints and based on their wishes, the Immigration Services Agency makes efforts to stabilize the legal status of victims by permitting extension of the period of stay or change of the status of residence, or by granting them special permission to stay.

The number of non-Japanese victims who were put under protection by the Immigration Services Agency in 2024 was seven. All of these victims possessed the status of residence, and all of them were permitted to change the status of residence.

[Repeated from 2 (1) i)]

With regard to victims who wish to stay in Japan and victims who are unable to return to their countries, the Immigration Services Agency considers the situation of each individual while respecting their wishes, and where necessary, permits them to change their statuses of residence to ones that allow them to work in Japan.

[Repeated from 6 (1)]

e) Ministry of Foreign Affairs

- Every fiscal year, from the perspective of preventing trafficking in persons, the Ministry of Foreign Affairs delivers lectures for consular officers who are currently posted or are to be posted to Japanese Embassies and Consulates on measures to prevent and combat trafficking in persons, including the role that travel documents and visas play as a border control measure, as well as collaboration with the relevant organizations in the countries of posting. In FY2024, the numbers of officers who

attended the lectures were 51 in the Consular Basic Training, 16 in the Consular Mid-Career Training, and 85 in the training for security officers to be stationed at Japanese Embassies and Consulates.

- To staff members of prefectural passport offices who are engaged in issuance of passports as a statutory entrusted function, the Ministry of Foreign Affairs also implements training courses on the screening process of issuance of passports in order to prevent the improper acquisition of passports by people connected with trafficking in persons and terrorists, etc. and acquisition of questionable passports by minors, and ensures full awareness of such prevention.
- f) Ministry of Health, Labour and Welfare
- Prefectural Labor Bureaus have been providing newly assigned labor standards inspectors with training on laws and regulations applicable to trafficking in persons and specific application cases, etc. In addition, every year, the Ministry of Health, Labour and Welfare conducts training for labor standards inspectors in about their fifth year of service, where a lecture is given regarding the role of labor standards inspection bodies in the promotion of measures to combat trafficking in persons.
  - At the research council meetings for the heads of Women's Counseling and Support Centers and senior officials for women's support services, training is provided featuring lectures given by the IOM office in Japan on responses to victims of trafficking in persons.
  - In response to suspected cases of trafficking in persons in technical intern trainees, the Ministry of Health, Labour and Welfare strengthens measures by instructing prefectural Labor Bureaus, to appoint officials in charge of combating trafficking in persons at the Prefectural Labor Bureau, and when a suspected case is identified, they conduct a joint site-inspection with the Labor Standards Inspections Office and the OTIT so that they can handle the case by working together with relevant organizations as necessary.
- g) Japan Coast Guard
- Japan Coast Guard gives lectures on the actual situation of human trafficking and the importance of protecting victims of trafficking through annual training programs for mid-level officials so that they can recognize trafficking during the process of investigations.
- h) Courts
- The Legal Training and Research Institute of Japan in charge of training judges provides training relating to human rights issues, including trafficking in persons.

**ii) Further improvement of temporary protection and assistance at Women’s Counseling and Support Centers**

- Women’s Counseling and Support Centers work together with various relevant organizations to protect female victims of trafficking in persons, regardless of nationality and age. The offices provide them with food, clothing, and shelter that respects their religious beliefs and dietary habits, gives consideration to their accommodations, bath, and meals, and deploys security personnel as part of its night-time security system. These offices are putting effort into improving these systems. The victims who were put under protection temporarily at Women’s Counseling and Support Centers were provided living support, interpretation support, medical care, etc.

[Repeated from 2 (1) i)]

- The Ministry of Health, Labour and Welfare has also put in place budgetary provisions to supply funding to Women’s Counseling and Support Centers for commissioning the temporary protection of victims of trafficking in persons to shelters in the private sector when provision of appropriate protection is expected for the victims concerned.
- In cases where the victims are children, Women’s Counseling and Support Centers provide protective measures in coordination with Child Guidance Centers where necessary.

**iii) Enhancing support for victims of sexual crimes and sexual violence, including the development of the One-Stop Support Center**

- The Cabinet Office has provided subsidies to prefectures to stabilize the operation of and enhance quality of support provided at the One-Stop Support Center for Victims of Sexual Crimes and Sexual Violence (hereinafter referred to as the “One-Stop Support Center”), which provides medical support, psychological support, and legal support immediately after victimization at one-stop service to the extent possible. In addition, the Cabinet Office has developed the support system such as by establishing and operating a “Night-time and Holiday Call Center for Victims of Sexual Violence,” which can respond to night and holiday calls, and publicizing the nationwide common number for One-Stop Support Centers (# 8891). Furthermore, the Cabinet Office has implemented an easy-to-use social media consultation service called “Cure time,” to facilitate young people to seek support. The police are to further endeavor to disseminate the nationwide unified phone number "#8103" for sexual crime victims, which connects the consultation hotline of each prefectural police.

**iv) Provision of information to victims during the process of investigation**

- The police disseminate information about protective measures and provide victims with full explanations about legal procedures, including procedures for obtaining special permission to stay in

Japan. The police also provide as much information as they can about perspective of investigations, and put effort to respond by fully considering the victims' situation.

- At the Public Prosecutors Office, the pamphlet, “For Victims of Crime” (Japanese and English versions are available) produced by the Ministry of Justice, is handed to victims, etc., when they are to be questioned. In addition, this pamphlet is also available on the website of the Ministry of Justice and the website of the Public Prosecutors Office.

This pamphlet provides easy-to-understand explanations about various systems that provide support and protection to victims of crimes. These include the Victim Support Officer system, which responds to various consultations by victims and provides support on matters such as guidance to the courts, and various systems that put in place measures to shield victims when they are required to testify in court as witnesses, in cases deemed necessary by the court.

In particular, the section “Protection of trafficking victims” in this pamphlet clearly states that the Public Prosecutors Office responds strictly to incidents of human trafficking and illustrates the process of protection of the victims of human trafficking in an easy-to-understand way.

[Figure 28] For Victims of Crime (Public Prosecutor’s Office) (excerpt)

**5 Protection of trafficking victims**

Trafficking in Persons is a serious crime that violates the human rights of the victims. In Japan, all of the relevant organizations are working on the prevention and eradication of trafficking in persons and the identification and protection of victims based on the action plan to combat trafficking in persons, etc. The Public Prosecutors Office deals with such crimes aggressively. Please see the following diagram to find out about the identification and protection of trafficking victims.

**Process of Protection of Trafficking victims**

The flowchart illustrates the process starting from 'Victims' at the top. It branches into 'Identification of victims by counseling services or regulatory crackdowns' and 'Counseling'. 'Counseling' leads to 'Victim's request for protection (e.g. seeking shelter at police stations, etc.)', which then leads to 'Protection'. 'Protection' includes 'Temporary protection at Women Consultative Centers', 'Temporary protection in private shelters', and 'Counseling, advice, etc.' (stabilization of legal status, change of residence status, special permission to stay, etc.) and 'Securing victims safety'. 'Protection' also leads to 'Repatriation support' (co-operation with IOM and other agencies) and 'Support victims returning to society in their home countries' (support through shelters, vocational training, etc.). 'Identification' leads to 'Referral' (involving NGOs, Women Consultative Centers, Regional Immigration Bureau, and Police) to the 'Public Prosecutors Office'. 'Referral' also leads to 'Investigations' by the 'Police'. 'Public Prosecutors Office' leads to 'Prosecution' and then 'Trial'. 'Investigations' also leads to 'Prosecution'. 'Trial' includes 'Testimony by video link'. A note states: '\*The name will be changed to "Women's Counseling and Support Centers" on April 1, 2024.' A 'Contacts' table lists: ① Police: 110; ② Regional Immigration Bureau, Immigration Information Center (Response to inquiries regarding procedures for immigration and residence, etc.): 0570-013904; and a list of trafficking in persons countermeasure secretariats for various cities (Sapporo, Sendai, Tokyo, Nagoya, Osaka, Hiroshima, Fukuoka, Naha) with their respective phone numbers. A note indicates: ③ NGO Women's Advice Center for Human Trafficking Victims (Monday to Friday 10 a.m. - 5 p.m.): 03-3368-1860; ④ Women's Consultative Centers \*; ⑤ Embassies and Consulates.

**Victim Protection and Victim Support**  
Public Prosecutors Office  
<http://www.kensatsu.go.jp/>

- The Japan Coast Guard explains to victims of crime including victims of trafficking matters such as outlines of criminal proceedings, the status of investigations, the status of the arrest/send of



perpetrators, the rescue of victims, and other matters that are thought to contribute to relieving the anxiety of victims. The Japan Coast Guard also publicizes initiatives relating to the provision of support for victims of crime on its website and on leaflets.

**v) Provision of legal support and dissemination of legal support to victims**

- The Japan Legal Support Center (Houterasu) cooperates with victim support organizations and groups nationwide, collects information about support contact points, and provides victims with the information they require based on their specific circumstances.

While paying careful attention to preventing the whereabouts of victims from being revealed, Houterasu refers victims requiring legal support to an attorney who is well-versed in assisting victims, and provides Legal Consultation Aid for the Victims of Specific Acts of Trespass Against the Person (Meaning Spousal Violence, Stalking and Child Abuse). In addition, it provides victims who are not financially capable with support through Civil Legal Aid or through Aid Services Entrusted by the Japan Federation of Bar Associations.

Legal Consultation Aid for the Victims of Specific Acts of Trespass Against the Person (Meaning Spousal Violence, Stalking and Child Abuse) is legal aid for persons who are found to be suspected to suffer from spousal violence, stalking, and child abuse at the time in question.

Civil Legal Aid involves free legal consultations and lending money to pay for representative's remuneration and necessary actual costs, etc., for Japanese citizens and foreign nationals lawfully residing in Japan (hereinafter collectively referred to as "citizens and legal foreign residents") who lack the financial means to pay the necessary expenses incurred in preparing to exercise and exercising their own rights in civil, family, and administrative court proceedings (including negotiations that are found to be necessary to settle a dispute in advance of civil, family, and administrative court proceedings), or who would experience serious financial difficulties if they were to pay those expenses themselves. (reference: the main paragraph of Article 30 (1) ii) of the Comprehensive Legal Support Act (Act No. 74 of 2004)).

Aid Services Entrusted by the Japan Federation of Bar Associations involve provision of legal support by attorneys and grants for legal fees, etc. from the perspective of help relating to human rights to people who are not covered by Civil Legal Aid or the court-appointed attorney system for victims participating in criminal trials.

In addition, from the perspective of further promoting support measures for crime victims, the Act Partially Amending the Comprehensive Legal Support Act (Act No. 19 of 2024), which stipulates the enhancement of service of Houterasu and the establishment of a system to comprehensively and continuously support certain victims, was enacted at the 213th Diet and promulgated on April 24, 2024 (to become effective as of the date specified by Cabinet Order within two years from the date of promulgation).

The Act stipulates that arranging for needed legal consultations and having contract attorneys and other legal services provider handle the needed legal services to comprehensively and continuously support certain victims are added to the service of Houterasu. However, since victims of certain sex crimes, such as indecent assault and penetrative sexual assault, etc. are included as those subject to the Act, detailed examination has been made for the enforcement of the Act.

- Houterasu disseminates information of various support systems intended for crime victims, etc., by publishing leaflets and showing them on its website, and distributing them to Women’s Counseling and Support Centers, etc.
  
- Houterasu has been operating “Multilingual Information Service” that provides foreign nationals with information on laws and justice systems and relevant organizations or authorities to ask for consultation in multiple languages. In FY2024, the number of cases of information provision as of March 31, 2025 was 1,390 in English, 1,340 in Portuguese, 1,219 in Chinese, 728 in Tagalog, 540 in Spanish, 274 in Vietnamese, 135 in Thai, 95 in Nepalese, 79 in Korean, and 37 in Indonesian.

[Figure 29] Multilingual Information Service (Houterasu)



**Multilingual Information Service**  
多言語情報提供サービス

**0570-078377**

**Monday to Friday from 9am to 5pm**

\* Not available on holidays and weekends  
\* Calls will be charged at your standard network rate

For those living outside of Japan:  
with the exception of The Hague Convention,  
Houterasu does not have any information on  
consultation services within Japan that users who  
live abroad can use to consult about general legal  
issue.

If you are calling from a VoIP phone  
or a prepaid mobile phone,  
please contact us on the following number instead:  
**050-3754-5430.**

- Houterasu cooperates with the General Incorporated Association Social Inclusion Support Center, which provides the telephone consultation service called the “Yoriso Hotline” that offers advice on issues faced in everyday life including sexual violence.  
The Yoriso Hotline project is subsidized by the Ministry of Health, Labour and Welfare, and provides services in ten languages (English, Chinese, Korean, Portuguese, Spanish, Thai, Tagalog, Vietnamese, Nepalese and Indonesia) as of the end of FY2024.

**vi) Return and reintegration assistance to foreign trafficking victims**

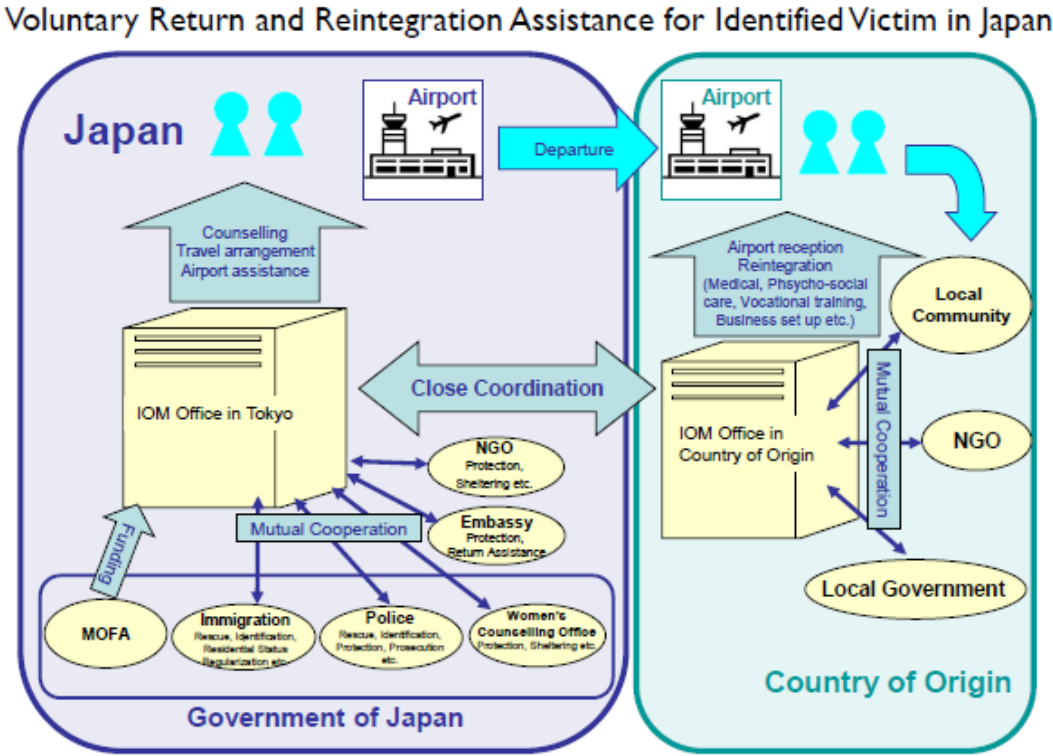
- Since 2005, the Government of Japan has been continuously rendering assistance to the project to provide return and reintegration assistance (e.g. employment and vocational support, and provision of medical expenses) to foreign victims of trafficking in persons identified in Japan through the IOM. In FY2024, Japan contributed 14,096,000 yen to the IOM. Since 2005, this project has provided support to 377 victims to return to their home countries (as of March 31, 2025).  
In 2024, 15 foreign victims were voluntarily repatriated through support from the International Organization for Migration (IOM). As a social reintegration and economic self-reliance support project, IOM provided assistance to the victims to launch a rice retail business, food delivery / tricycle service, food shop, and hardware store.

[Repeated from 2 (1) i)]

- The Immigration Services Agency coordinates closely with the IOM office in Japan and embassies in Tokyo while also working to provide protection for victims and support for them to return to their

countries, and engaging in a sustained exchange of information and communication through meetings, training, and everyday works.

[Figure 30] Procedure of voluntary return and reintegration assistance for identified victim in Japan (IOM)



[Figure 31] An example of reintegration assistance after returning home through a project sponsored by Japan (a store opened by a victim with the support from IOM) (IOM)



[Figure 32] Monitoring and interviewing of a victim by an IOM staff member in Manila (IOM)



**vii) Strengthening of a consultation system for victims of the problems of malicious “host clubs”**

- In order to prevent cases where female customers are burdened with a lot of debt at malicious “host clubs” and forced into prostitution, relevant ministries and agencies have been working with private organizations and other related organizations to take measures against malicious “host clubs”.

It is important for related organizations to collaborate to build a system for supporting victims of malicious “host clubs” according to their circumstances. From this point of view, efforts have been made to build a consultation system for the victims by accepting consultations at the Women’s Counseling and Support Centers to connect to appropriate professional organizations, including prefectural police departments, the One-Stop Support Center for Victims of Sexual Crimes and Sexual Violence, Consumer Affairs Centers, and Houterasu, and to facilitate close collaboration among consultation offices.

In addition, in order to provide detailed support to the victims, in June 2024, training was conducted for consultants of Women’s Counseling and Support Centers on the control of malicious “host clubs” and initiatives of private organizations. Since it is important for consultants to deeply understand the problems of malicious “host clubs” and to cooperate with specialized organizations for mental care, training will continue to be conducted for consultants through collaboration with private organizations that provide support to victims, and efforts will be made to strengthen the consultation system through collaboration and promotion with Women’s Counseling and Support Centers and the Mental Health and Welfare Center.

Furthermore, from the perspective of improving the convenience of consulters, including victims of malicious “host clubs”, and improving the environment so that consulters can feel free to have consultations, a nationwide 4-digit speed dial that connects to Women’s Counseling and Support Centers in prefectures in Japan (#8778) has been introduced and in operation since June 2024.

- In addition, the government created a leaflet that calls attention to the problems of malicious “host clubs” and provided contact numbers of professional organizations according to the content of consultation. It has posted the leaflet on the websites of related ministries and agencies and distributed it through cooperation with local governments.

[Repeated from 5 (1) iv)]

- The Consumer Affairs Agency announced on its website that a rescission of a contract on eating or drinking at a “host club” may be allowed with consumers’ intention if the contract meets the requirements for the rescission right, such as so-called “romance scam”, that are specified in the Consumer Contract Act (Act No. 61 of 2000). In FY2024, as in FY2023, it distributed a leaflet that calls attention to the problems of malicious host clubs to the Consumer Affairs Centers throughout the country.

[Repeated from 5 (1) iv)]

- The Cabinet Office produced posters and leaflets for raising awareness of combating trafficking in persons. Since FY2023, a poster for perpetrators has introduced cases such as “Introducing sex-related business to customers for collecting receivables” and that for victims has introduced cases such as “You may be burdened with a lot of debt and coerced to work at sex-related business,” both of which are cases related to the issues of receivables at “host clubs”, etc. The Cabinet Office has distributed these to about 4,500 places, including local governments, airports and sea ports, universities and technical colleges, the Japan Association of Travel Agents, IOM, and other relevant organizations. It has also displayed the posters in train stations and posted them on its website.

[Repeated from 5 (1) iv)]

## 7 Establishment of foundations for promotion of measures against trafficking in persons

### (1) Strengthening of cooperation with other countries concerned and international organizations

#### i) Conclusion of the Trafficking in Persons Protocol

- Japan obtained approval from the Diet in June 2005 for the conclusion of the Trafficking in Persons Protocol. Furthermore, on June 15, 2017 the Act for Partial Revision of the Act on Punishment of Organized Crimes and Control of Proceeds of Crime, an implementing legislation which was necessary to conclude the United Nations Convention against Transnational Organized Crime, the parent Convention to the said Protocol, was passed in the 193rd Diet session, and the Act entered into force on July 11, 2017. Consequently, on that day, Japan became a State party to the Convention and the Protocol, etc.

[Repeated from 1 (1)]

[Figure 33] Deposit of the instruments of acceptance of the Trafficking in Persons Protocol, etc.  
(Ministry of Foreign Affairs)



#### ii) Strengthening of cooperation with other countries concerned and international organizations

##### a) Coordination with G7 member countries

- Every year Japan participates in Migration Experts Sub-Group Meetings (MESG), a sub-group of the G7 Roma Lyon Group, to discuss with delegates from member countries enhancements of protection programs for the prevention of trafficking, tracking down the sources of forged travel documents, and other matters.

Japan sent delegates to each of the meetings held in March 2016 in Tokyo, November 2016 in Hiroshima Prefecture, April and October 2017 in Rome, Italy, March 2018 in Ottawa, Canada, October 2018 in Montreal, Canada, March and October 2019 in Paris, France, October 2022 in

Berlin, Germany, October 2023 in Tokyo, and October 2024 in Rome, Italy. In addition, Japan participated in meetings held online in May and October 2020, April and November 2021, March 2022, March 2023, and April 2024.

- b) Assistance, etc. provided to countries in Southeast Asia and elsewhere from which victims of trafficking in persons originate.
  - The Japan International Cooperation Agency (JICA) has invited relevant personnel engaged in countermeasures against trafficking in persons in ASEAN countries as well as countries in the African, European, and South Asian regions to Japan and provided them with training, in collaboration with the National Women's Education Center, etc. Every year since 2009, JICA has conducted annual training for public and private personnel in charge of measures against trafficking in persons, working on strengthening cooperation among countries and the measures against trafficking in persons. In FY2024, it provided a Knowledge Co-Creation Program "Promotion of Global Networking on Anti-Trafficking in Persons," in which the National Women's Education Center served as an implementing agency, for countries other than those in the ASEAN region as well. Eight relevant persons from eight countries (Bangladesh, Malaysia, Pakistan, Philippines, Tanzania, Thailand, Ukraine, and Viet Nam) participated in the program in addition to the online program prior to arrival and on-site training in Japan. The program and training facilitated understanding of the efforts of ministries, agencies and private organizations in Japan and strengthened the network among the relevant persons. The participants developed an action plan to strengthen measures against trafficking in persons in their countries.
  - The Japan Coast Guard and JICA jointly conducted "Knowledge Co-Creation Program (Maritime Law Enforcement Course)" from June to August 2024 for maritime law enforcement, on the knowledge and skills required for maritime enforcement, including crimes related to trafficking in persons.



**[Figure 34] Promotion of Global Networking on Anti-Trafficking in Persons (JICA, National Women's Education Center)**



- Since 2010, JICA has supported holding a “Mekong Region Workshop” in Bangkok, the capital of Thailand, by inviting government officials concerning trafficking in persons from each country in the Mekong region. In FY2024, the 12th workshop was held. Officials from Thailand, Viet Nam, Laos, and Cambodia who are engaged in measures against trafficking in persons participated in the workshop to share activities of the countries, develop knowledge on handling gender issues in trafficking in persons, and created action plans. The workshop was held as part of the “Project for Strengthening Regional Network for Combating Trafficking in Persons (TIP) in Mekong Region,” technical cooperation with Thailand for the purpose of strengthening the regional network among officials in charge of measures against trafficking in persons in Mekong Region.
- JICA implemented the “Project for Strengthening the Operation of the Hotline for Counseling and Supporting Trafficked Survivors” in Viet Nam from November 2018 to March 2022. This project worked to further strengthen prevention of trafficking in persons and collaboration with related organizations, based on the development of Viet Nam’s hot line operation system (telephone consultation service) developed by the “Project for the Establishment of Anti-Trafficking in Persons Hotline in Vietnam” implemented from July 2012 to March 2016. JICA provided training for each relevant organization, expanded the hot line facilities, provided counseling training for its staff, and implemented public relations activities and other works, contributing to strengthening the functions of the hot line in Viet Nam.

**[Figure 35] Anti-Trafficking in Persons Hotline, Hanoi Operation Center (JICA)**



**[Figure 36] 12th Workshop for Strengthening Measures against Trafficking in Persons in Mekong Region (JICA)**



- JICA started the “Project for Capacity Development for Assisting Survivors of Trafficking in Persons” in Cambodia in FY2022. For improving services to protect victims of trafficking in persons and provide support for their return to society, this project strengthened tools and systems for supporting victims of trafficking in persons from the perspective of survivor-centered approaches.
- The Ministry of Foreign Affairs has been contributing to the United Nations Office on Drugs and Crime (UNODC) every year since FY2015, to support projects to enhance the criminal justice capacity (including trafficking in persons countermeasures) of law enforcement authorities in Southeast Asia. It contributed US\$200,000 in FY2023 and US\$120,000 in FY2024. Officials

seconded from the Ministry of Justice (prosecutors) are leading this project. In FY2023, it contributed approximately US\$840,000 to the UNODC project for measures against piracy and trafficking in persons in Cameroon, Congo, Equatorial Guinea, Gabon, and Sao Tome and Principe, and US\$450,000 to the UNODC project for measures against transnational organized crime, including trafficking in persons in Cambodia, Indonesia, Laos, Malaysia, Philippines, and Thailand. In FY2024, it also contributed US\$73,000 to the UNODC as regional coordinated support against organized crime, including trafficking in persons in Southeast Asia (Cambodia, Laos, Thailand, Viet Nam, and Philippines).

In addition, through IOM, it provided support for capacity development, including measures against trafficking in person, of border control officers in Cote d'Ivoire and Kenya.

c) Working with countries that are sending technical intern trainees

- With the objectives of eliminating improper sending organizations as well as collaborating to carry out technical intern training properly and smoothly, Japan has created the Memorandum of Cooperation (MOCs) with 16 countries that are sending technical intern trainees (Viet Nam, Cambodia, India, Philippines, Laos, Mongolia, Bangladesh, Sri Lanka, Myanmar, Bhutan, Uzbekistan, Pakistan, Thailand, Indonesia, Nepal, and East Timor) (as of March 31, 2025).

If a sending organization is recognized as improper, based on the MOC, the relevant government will be informed and requested to investigate, and if needed, the relevant government will be requested to supervise the organization or revoke its authorization. In FY2024, 15 sending organizations were reported to each government. Based on the MOCs, the Government of Japan has consultations with the governments of sending countries on the regulation of malicious sending organizations.

[Repeated from 3 (3) iv)]

- In order to improve the transparency of sending organizations and recruitment information, and promote decision making of those who wish to work overseas based on sufficient information and reduce illegal and unnecessary handling charges, JICA has been implementing the “Project to Support Vietnamese Job Seekers in Accessing Overseas Employment Information” and designing and establishing a new system (i.e. website and application) regarding recruitment information with the Ministry of Home Affairs (former Department of Overseas Labour, Ministry of Labour, Invalids and Social Affairs) of Viet Nam since FY2023.

d) Sharing of information through the Bali Process

- Since 2002 Japan has been participating in meetings of the Bali Process (a follow-up process following regional ministerial meetings relating to migrant smuggling and trafficking in persons and other related transnational crimes). Japan presented its anti-trafficking initiatives and discussed with

representatives from other member countries, regions, and international organizations future directions for the Bali Process.

At the Eighth Bali Process Regional Ministerial Meeting held in Adelaide, Australia in February 2023, participants from 42 nations, regions and related international organizations held discussions on the present state of trafficking in persons, etc. in the region, future initiatives, etc. Representatives from Japan presented Japan's initiatives to combat trafficking in persons, international cooperation, and its contributions to the Bali Process.

- In FY2024, the Ministry of Foreign Affairs has also contributed approximately 1,200,000 yen to the management of the Bali Process website, which is operated and managed by the IOM, in its effort to enhance information sharing among the related countries.
  
- e) Training by the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders (UNAFEI)
  - UNAFEI, operated by the Ministry of Justice of Japan based on the agreement with the United Nations, held the international training courses for criminal justice practitioners from developing countries around the world, covering the themes “Criminal Justice Responses to Trafficking in Persons and Smuggling of Migrants” (May/June 2019), “Countermeasures against Transnational Organized Crimes –The 20th Anniversary of UNTOC–” (May/June 2023), and “Countermeasures against Trafficking in Persons, with a Focus on Trafficking in Persons for Sexual Exploitation” (May/June 2024), respectively.  
Through these training courses, UNAFEI enhances the measures against trafficking in persons in developing countries, establishes and strengthens human networks of criminal justice practitioners of the countries, and supports their efforts to combat trafficking in persons in the countries.
  
- f) Response to the situation in Ukraine
  - To assist Ukraine and Moldova where there are large numbers of refugees and internally displaced persons following the Russian invasion, the Ministry of Foreign Affairs provided approximately US\$930,000 in FY2022 and US\$2,340,000 in FY2024 through UNODC to strengthen border controls and support to strengthen law enforcement capacity, including measures against trafficking in persons and approximately US\$5,900,000 through IOM to implement projects, including the operation of a hot line for awareness-raising activities, and measures against trafficking in persons in Ukraine and Poland, and in FY2023 approximately €260,000 through the Organization for Security and Co-operation in Europe (OSCE) to support anti-trafficking projects in neighboring countries.

## **(2) Acquisition of people's understanding and cooperation**

### **i) Further promoting of public relations and awareness-raising activities**

- The Cabinet Secretariat, the Cabinet Office and the National Police Agency, etc. provide information regarding trafficking in persons countermeasures, including definitions and case examples, etc. on the Government Public Relations Online, which is an online portal of Government Public Relations, and call on people to contact their local police station, etc. when finding or knowing a person who is likely to be a victim of trafficking in persons who have been forced into prostitution and work, etc. or when asked for help from victims.
  
- The Cabinet Secretariat has provided information to citizens about the actual state of trafficking in persons and called for reports of harm through postings on social media (X) on the World Day Against Trafficking in Persons (July 30).
  
- The Cabinet Office positioned the promotion of trafficking in persons countermeasures as one of the fields relevant to the eradication of all types of violence against women in the Fifth Basic Plan for Gender Equality (approved by a cabinet decision on December 25, 2020).  
During “The Campaign for Eliminating of Violence Against Women”, from November 12 to 25 every year, the Cabinet Office produces posters and leaflets from the perspective of preventing sexual violence and distributes them to local governments and other relevant organizations. In addition, with regard to the prevention of youth sexual violence, awareness-raising activities have been conducted using social media and other publicity media that are easily accessible to young people, starting with “The Youth Sexual Violence Prevention Month” in April.
  
- Every year since FY2004, the Cabinet Office has produced educational posters and leaflets relating to measures taken against trafficking in persons and posted this information on its website.  
In FY2024, the Cabinet Office produced about 46,000 posters and leaflets for perpetrators titled “Never do it! It is human trafficking (forced sexual service or labor)” and about 46,000 posters and leaflets for victims titled “Recognize it! It is human trafficking (forced sexual service or labor)” and distributed these to about 4,500 places including local governments, airports and sea ports, universities and technical colleges, the Japan Association of Travel Agents, IOM, and other relevant organizations. The Cabinet Office also displayed the posters in train stations and conducted public relations and awareness activities on the posters and awareness videos focusing on perpetrators of sexual exploitation using means such as social media.  
The posters, leaflets, and videos for perpetrators clearly state that trafficking in persons is a grave crime that violates the human rights and subject to penalties of specific imprisonment for violating the relevant Act by presenting some cases, calling on people “What the person close to you does could be

trafficking in persons. Report to the nearest Police Station, Anonymous-Reporting Hot Line, or Regional Immigration Services Bureau if you find an offender or a person who may be a victim.”

[Repeated from 3 (7) i]

- Since 2005, the National Police Agency has produced leaflets in several languages calling for people to report cases of trafficking in persons to the police, with the aim of discovering latent victims. These leaflets are distributed to the relevant ministries and agencies, embassies in Tokyo, and NGOs, and also placed in places that can easily catch the eyes of the victims and made available online. From the perspective of victims, the leaflet was revised to increase portability and an understandable design with key words and illustrations, reflecting feedback from NGOs and foreign embassies in Tokyo. The leaflets in ten languages (Japanese, English, Chinese, Korean, Spanish, Russian, Thai, Tagalog, Indonesian, and Vietnamese) were prepared and distributed, and digital signage using the leaflet data has been displayed at multiple international airports in Japan. In addition, public relations activities have been carried out using advertisements placed on social media, in order to facilitate reports from the victims of trafficking in persons to the police.

[Repeated from 4 (2)]

- The National Police Agency collected major methods of trafficking offences from nationwide and prepared materials with understandable words and illustrations by exchanging views with NGOs in order to raise awareness of as many more Japanese people as possible on important points. The data of the leaflet is posted on its website.

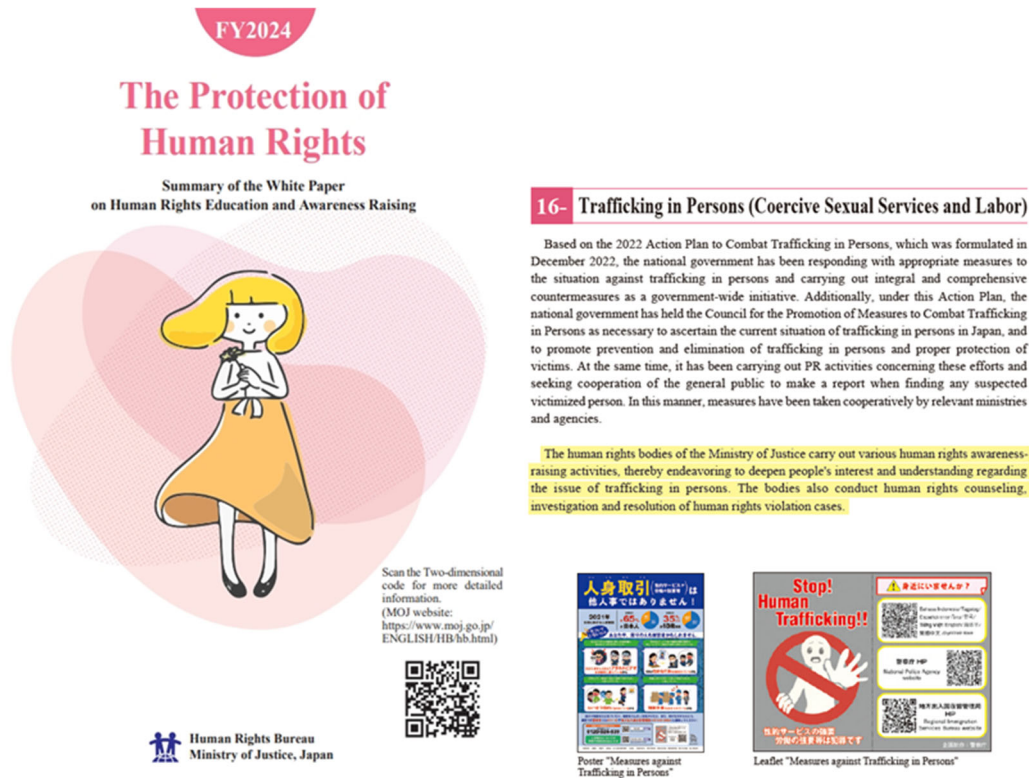
[Figure 37] Major methods of trafficking offences (National Police Agency) (in Japanese)



○ Having set “Stop Trafficking in Persons” as one of the priority targets of awareness-raising activities, the human rights bodies of the Ministry of Justice conduct public relations activities on the fact that

trafficking in persons is a grave crime and provides human rights counseling services on the Ministry of Justice’s website, as well as producing and distributing an educational booklet titled “The Protection of Human Rights.”

[Figure 38 The Protection of Human Rights (Ministry of Justice) (excerpt)]



16- Trafficking in Persons (Coercive Sexual Services and Labor)

Based on the 2022 Action Plan to Combat Trafficking in Persons, which was formulated in December 2022, the national government has been responding with appropriate measures to the situation against trafficking in persons and carrying out integral and comprehensive countermeasures as a government-wide initiative. Additionally, under this Action Plan, the national government has held the Council for the Promotion of Measures to Combat Trafficking in Persons as necessary to ascertain the current situation of trafficking in persons in Japan, and to promote prevention and elimination of trafficking in persons and proper protection of victims. At the same time, it has been carrying out PR activities concerning these efforts and seeking cooperation of the general public to make a report when finding any suspected victimized person. In this manner, measures have been taken cooperatively by relevant ministries and agencies.

The human rights bodies of the Ministry of Justice carry out various human rights awareness-raising activities, thereby endeavoring to deepen people's interest and understanding regarding the issue of trafficking in persons. The bodies also conduct human rights counseling, investigation and resolution of human rights violation cases.

- The Immigration Services Agency has listed on its automatically translated multi-language website the contact points for consultation and providing information relating to trafficking in persons, and its policies and processes relating to victim protection measures. In addition, efforts have also been made to make leaflets produced by the National Police Agency readily available to trafficking victims by, for example, placing them at regional immigration services bureau examination counters and airport landing examination counters.

[Repeated from 4 (2)]

- In 2024, the Ministry of Foreign Affairs designated (from February 20 to March 4) as a campaign period for reinforcing screening to prevent the improper acquisition of passports through identity theft. During these campaign periods, passport offices in each prefecture and municipality commissioned by its prefectural government engaged in public relations activities, including posting information on websites and displaying posters in order to prevent improper acquisition of passports, which has the



potential to aid and abet international terrorism and international organized crime such as trafficking in persons and illegal immigration.

**[Figure 39] Poster for the Prevention of improper acquisition of passports (Ministry of Foreign Affairs)**  
**(in Japanese)**

(Reference: <https://www.mofa.go.jp/mofaj/toko/passport/shinsa.html>)



- The Ministry of Foreign Affairs distributes leaflets produced by the National Police Agency (see (2)) and leaflets and posters produced by the Cabinet Office (see 3 (7) i)) to overseas diplomatic missions, etc. The Ministry also carried out public relations activities and awareness-raising activities both in Japanese and English through its social media pages (X and Facebook) on the World Day Against Trafficking in Persons (July 30).

[Repeated from 4(5)]

**ii) Efforts through education**

- The Ministry of Education, Culture, Sports, Science and Technology has always strived to promote education that raises awareness about respecting human rights, through school education and social education, based on the spirit of the Constitution and the Basic Act on Education (Act No. 120 of 2006). Based on the National Curriculum Standards, the ministry also promotes education that put

emphasis on nurturing respect for life of oneself and others.

- On the basis of the “Policy to Enhance Measures against Sex Crimes and Sexual Violence” that was determined in June 2020, the Ministry of Education, Culture, Sports, Science and Technology promotes “Life Safety Education” that is education for students to learn about the importance and value of life, respect themselves and others as well as to prevent them from becoming a perpetrator, victim or bystander of sex crime or sexual assault. In FY2024, in order to further promote Life Safety Education at schools throughout the country, the Ministry provided support at boards of education, etc. for initiatives for implementing the education on a school-wide basis, as well as creating video content to be used in giving instructions and carrying out awareness-raising activities at schools according to the developmental stage of children, pupils, and students. In addition, they held online seminars to promote understanding of Life Safety Education and disseminate initiatives. They also promote awareness contributing to the prevention of sexual exploitation by preparing leaflets on the prevention of child sexual exploitation through the use of Internet.

[Figure 40] "Life Safety Education" educational and awareness materials (Ministry of Education, Culture, Sports, Science and Technology) (in Japanese)



iii) Public-private cooperative efforts to eliminate sexual exploitation

- With the aim of eliminating sexual exploitation, the Cabinet Office encourages relevant organizations in the private sector to implement awareness-raising activities to prevent sexual violence.
- Based on the Plan for the Prevention of Sex Crimes against Children (Basic Plan on Measures against Child Sexual Exploitation) 2022, etc., the Children and Families Agency has promoted comprehensive

activities for eliminating child sexual exploitation through government-private cooperation.

**iv) Raising awareness of associations of small and medium enterprises**

- At the meetings for optimizing the operation of the Technical Intern Training Program held every year, the Ministry of Economy, Trade and Industry gains the cooperation of the relevant ministries and agencies on complying with labor-related laws, and disseminates information to the relevant organizations. In 2024, the meeting was held in June.
  
- At the explanatory meeting on the Specified Skilled Worker system held every year, the Ministry of Agriculture, Forestry and Fisheries informs accepting organizations and relevant organizations about compliance with labor-related laws and regulations. In FY2024, the meeting was also held online for participants from around the country. The Ministry also collects and disseminates good practices in accepting foreign human resources and distributes booklets to related organizations to promote their utilization.

**v) Raising awareness of overseas travelers**

- The Japan Tourism Agency continues to raise awareness among travel agencies with the aim of ensuring that they do not become involved in unsound travel. Specifically, it encourages them every year, when conducting their annual self-assessments relating to compliance with the Travel Agency Act (Act No.239 of 1952), to look at whether they have been involved in facilitating unsound travel and the purchasing of counterfeit goods, etc. It also conducts on-site inspections of travel agencies, including for those self-assessments, in accordance with the Travel Agency Act. Article 13, Paragraph 3, Item 1 of this act prohibits the mediation, etc. of conduct that violates the laws and regulations in force travel destinations.
  
- In the section under “Case Studies: Examples of Problems and Countermeasures,” the booklet titled “A Handbook of Safety Tips in Foreign Countries” distributed to Japanese nationals travelling overseas by the Ministry of Foreign Affairs cites involvement in acts of prostitution as an example of a case where Japanese nationals become criminals. The booklet explains that prostitution is illegal in many countries and can be treated as a grave crime, and that offenses relating to the child prostitution and possessing child pornography overseas is subjected to punishment under the relevant Japanese law as the crime committed outside Japan, therefore calls on the public to refrain from engaging in inappropriate activities.
  
- On the “Ministry of Foreign Affairs overseas safety website,” the Ministry of Foreign Affairs has called people’s attention by introducing the increasing tendency of people taking part in a crime as a “caller”

or “receiver” in special frauds and being detained by police in Southeast Asia and other countries. There are cases where people unintentionally become a perpetrator of fraud overseas as a result of being attracted by promotional statements of illicit part-time work such as “high income in foreign countries in a short period of time” and “simple translation work,” etc. If people once take part in such illicit part-time work, they have their passports confiscated and are under house arrest. In addition, they may be threatened based on their and their families’ personal information and cannot get out of the job as well as possibly being assaulted and badly injured. The Ministry encourages people to fully understand that there is generally no job that can offer them a large income in a short time even in foreign countries, and not to apply for such a job without careful consideration.

### **(3) Strengthening of the system for promoting measures against trafficking in persons**

#### **i) Improvement of relevant administrative officers’ knowledge and awareness**

The relevant administrative organizations have conducted training for the concerned officials on the recognition, protection, and support for victims of trafficking in persons so that they can obtain knowledge and skills necessary for promoting measures against trafficking in persons and raise awareness. (For details, see 6 (3) i.)

#### **ii) Promotion of cooperation and information exchange with relevant administrative agencies**

- The police, the Immigration Services Agency, the Japan Coast Guard and other relevant organizations, inform prefectural police, the Regional Immigration Services Bureaus and their District Immigration Offices, and the respective Regional Coast Guard Headquarters about the “Methods to Deal with Trafficking in Persons (Measures for Identification of Victims)” (see 4 (1)) and “Methods to Deal with Trafficking in Persons (Measures for Protection of Victims)” (see 6 (1)), and instruct them to ensure an appropriate approach is taken toward the identification and protection of victims in cooperation with relevant organizations.
- When cases of trafficking in persons are detected, prefectural police hold local liaison conferences with the relevant organizations to provide appropriate protection for victims and enhance coordination between local organizations.
- In September 2012, the National Police Agency produced materials “the Police procedure for handling trafficking in persons crimes,” and distributed these through the Ministry of Health, Labour and Welfare to Women’s Consulting Offices in each prefecture with the aim of facilitating closer coordination.  
Women’s Consulting Offices in each prefecture use these materials as a reference in their efforts to protect victims of trafficking.

- When the human rights bodies of the Ministry of Justice recognize cases of suspected trafficking in persons through human rights counseling, they commence investigations on these cases by treating them as human rights violation cases, and work together with the relevant organizations to provide an appropriate response.
- Every year, the Immigration Services Agency holds “Committee on measures to prevent and detect crimes violating the Immigration Control Act,” to share information on the current state of crimes relating to trafficking in persons and measures against such crimes with relevant organizations such as the National Police Agency, the Public Prosecutors Office, the Ministry of Foreign Affairs, the Japan Coast Guard, and the Ministry of Health, Labour and Welfare.

**iii) Cooperation with NGOs, IOM, etc.**

- Relevant organizations such as the Cabinet Secretariat, the National Police Agency, the Immigration Services Agency, and the Japan Coast Guard, make effort to strengthen cooperation by exchanging their viewpoints and information and providing training programs with NGOs, IOM, and other entities through the “Contact Point Meeting on Trafficking in Persons” (see 5(2) i)) and their daily works. The Cabinet Office and the National Police Agency also distributes leaflets, etc. (see 3 (7) i) and 4 (2)) to NGOs, IOM, and other entities and calls for cooperation.
- The government holds discussions with NGOs and examines specific cases of trafficking in persons. In the discussions in 2023, NGOs expressed their views regarding the recognition of technical intern trainees and students as victims of human trafficking, protection of victims, improvement of the knowledge and awareness of the staff who responded at the site, etc., and shared the status of efforts by the relevant ministries and agencies.
- Through public-private cooperation between the Immigration Services Agency and some airline companies, in cases where foreign nationals who may be victims of trafficking in persons are discovered on a flight, the taking of appropriate actions is promoted, such as placing the person under protection during the landing procedures after receiving the information from the airline company. The Immigration Services Agency also coordinates closely with the IOM office in Japan and embassies in Tokyo while also working to provide protection for victims and support for them to return to their countries, and engaging in a sustained exchange of information and communication through meetings, training, and everyday works.

[Repeated from 6 (3) vi)]

Apart from that, from FY2020, the Agency sends its lecturers to the OTIT to provide new employees

with training regarding response to trafficking in persons.

## 8 Future efforts

The measures against trafficking in persons in 2024 has showed steady development. Specifically, while the arrest and punishment of suspects pertaining to trafficking in persons continue to be carried out, the number of cases of arrest was 96, including a case where a customer of a “host club” was forced into prostitution under the pretext of debt payment, such as the accounts receivable of the club and a case where foreign nationals who were not granted permission to engage in activity other than those permitted by the status of residence were forced to work as a hostess at an entertainment restaurant. In addition, the consultation environment has been improved, where latent victims can feel more at ease about going for consultation and reporting. For example, a multiple language service has been available at consultation centers, and public relations activities have been carried out using social media for facilitation reports by victims. Furthermore, the Employment-for-Skill-Development Program established owing to the Act Partially Amending the Immigration Control Act in June 2024 as a program to replace the existing Technical Intern Training Program specifies that initiatives should be implemented to solve various issues pointed out under the Technical Intern Training Program, properly operate the system, and protect foreign workers covered by the Employment-for-Skill-Development Program. For example, allowing them to change employer at their will with certain requirements that had not been approved in the Technical Intern Training Program. Moreover, the Review Committee on Measures against Malicious Host Clubs established in July 2024 compiled a report on measures against malicious host clubs in December 2024. Based on the report, the Act Partially Amending the Act on Control and Improvement of Amusement Business that strengthens regulations for host clubs was promulgated. Under these circumstances, the number of victims of trafficking in persons recognized in 2024 increased compared to that in 2023. By nationality, the number of Japanese victims was 58. For the identification of victims of trafficking in persons, it is important that each staff member who handles cases on the front line should have in mind the possibility of trafficking in persons and take actions specified in the Methods to Deal with Trafficking in Persons (Measures for Identification of Victims) (See 4 (1)). In 2024, we worked on increasing knowledge and awareness of staff members of the relevant administrative organizations through conferences and training, as well as promoting information sharing and strengthening collaboration. Going forward, it is necessary for the relevant administrative organizations to make efforts to further improve their knowledge and awareness, etc. Against the backdrop of an increase in the number of foreign nationals entering Japan reaching a record high in 2024, efforts must be made to prevent an increase in the number of victims of trafficking in persons among foreign nationals who visit Japan in the future. At the same time, efforts must continue to be made to ensure that, considering the clandestine nature of trafficking in persons, whenever a request for consultation or protection is sought by victims or others concerned, sound measures must be taken, including protection measures.

Japan will continue to steadily implement measures from the perspective of victims based on the various government action plans with the aim of eradicating trafficking in persons.

**[Figure 41] List of ministries and agencies involved in measures to combat trafficking in persons**

Cabinet Secretariat	Secretary to the Assistant Chief Secretary
Cabinet Office	Division on Gender-Based Violence, Gender Equity Bureau
National Police Agency	Safety Division, Community Safety Bureau
Children and Families Agency	Child Safety Division, Growth Bureau Child Abuse Prevention Division, Support Bureau
Ministry of Justice	Public Security Division, Criminal Affairs Bureau Investigation and Remedies Division, Human Rights Bureau Human Rights Promotion Division, Human Rights Bureau
Immigration Services Agency	Adjudication Division, Immigration Department Residency Management Division, Residency Management and Support Department
Ministry of Foreign Affairs	International Safety and Security Cooperation Division, Foreign Policy Bureau Foreign Nationals' Affairs Division, Consular Affairs Bureau
Ministry of Education, Culture, Sports, Science and Technology	Education Policy Bureau Gender Equality, Cohesive Society Learning and Safety Division
Ministry of Health, Labour and Welfare	Inspection Division, Labour Standards Bureau General Affairs Division, Social Welfare and War Victims' Relief Bureau Office of Counsellor for Overseas Human Resources Development, with a Director-General for Human Resources Development
Ministry of Agriculture, Forestry and Fisheries	Young Farmers and Women Division, Management Improvement Bureau
Ministry of Economy, Trade and Industry	Office for Industrial Human Resources Policy, Economic and Industrial Policy Bureau
Ministry of Land, Infrastructure, Transport and Tourism	Policy Division, Policy Bureau
Japan Coast Guard	International Criminal Investigation Division, Rescue Department