

# Recruitment from the Republic of Kiribati

~ The Kizuna Project with Pacific Countries ~

**NARITA AIRPORT BUSINESS CO.,LTD.**

**23, Aug, 2023**



**Narita Airport**

Connecting Japan to the World



# 1. Company Profile

- Company name :** Narita Airport Business Corporation ( N A A B )
- Capital :** 60 million yen
- Shareholder :** NARITA INTERNATIONAL AIRPORT CORPORATION ( N A A ) 1 0 0 %  
N A A = Shareholder : Japanese Government 1 0 0 %
- Employees :** About 3 0 0 members
- Business Details :** ·Staffing and Job placement ·Airline Lounge operation  
·Merchandising ·Outsourcing contracts

※ We have certified by the laws of Japan for staffing and Job placement business and have a track record of human resources business of about 1,000 people for 20 years since its establishment.

- ① Fiji: NAAB hired 3 in 2018 and referred 6 to companies within Narita Airport in 2019.  
:**International Services**  
Started Japanese language education to acquire "Specified Technical Skill(i): Ground Handling" status of residence in January 2020. 5 referrals to the 2023 Grand Handling Company, even though the school was closed due to the Covid19.
- ② Tonga: Adopted for JICA's "Small and Medium Enterprises and SDGs Business Support Project" and started research from December 2022.
- ③ Kiribati: Support by the Government of Kiribati and hired 2 people at NAAB in May 2023  
:**International Servicing**

## 2. Background of this business

### Labor shortage

- ◆ Labor shortage due to a decrease in the working population as Japan's birthrate declines and the population ages.
- ◆ Labor shortage of companies related to Narita Airport ,other airports, and companies in the vicinity of Narita Airport.

### Established a new status of residence

- ◆ In April 2019, Japan established a **new status of residence “Specified Skilled Worker”**.  
**(Period of stay up to 5 years in total and 14 fields)**



### Aptitude of people in the South Pacific Countries

- ◆ From the perspective of ensuring airport safety and maintaining high quality customer service, human resources from the south pacific countries with high levels of education, and hospitality are suitable.
- ◆ English ability is attractive for working with companies related to the airport.

# ※ List of status of residence

## Work permitted with restriction

Status	Examples
Diplomat	Ambassador, minister, consulate e general, or delegate on member of a foreign government and their families
Official	Employee of an embassy or consulate of a foreign government, individual assigned by an international institution for an official assignment, and their families
Professor	College professor
Artist	Composer, artist, or writer
Religious Activities	Missionary assigned by a foreign religious organization
Journalist	Reporter or photographer of foreign press
Highly Skilled Professional	Highly - skilled human resources in accordance with the points' system
Business Manager	Manager or administrator of a company, etc.
Legal / Accounting Services	Attorney or certified public accountant
Medical Services	Physician, dentist or registered nurse
Researcher	Researcher at a government-related institution or company
Instructor	Language instructor at a senior high school or junior high school, etc.
Engineer / Specialist in Humanities / International Services	Engineer, interpreter, designer, language instructor at a private company or marketing specialist
Intra-company Transferee	Transferee from an office abroad
Nursing Care	Care worker
Entertainer	Actor, singer, dancer, or professional athlete
Skilled Labor	Chef of foreign cuisine, sports instructor, aircraft pilot, or craftsman of precious metals
Specified Skilled Worker	Workers at specified industrial fields
Technical Intern Training	Technical intern trainee

## Work permitted without restriction

Status	Examples
Permanent Resident	Individual who is permitted permanent residence by the Minister of Justice
Spouse or Child of Japanese National	Spouse, biological child, or child adopted by a Japanese national in accordance with the provisions of Article 817-2 of the Civil Code
Spouse or Child of Permanent Resident	Spouse or biological child of permanent resident or special permanent resident who was born and continues to reside in Japan
Long Term Resident	Refugees accepted for third-country resettlement, Japanese relative, child of Japanese descent, or child of foreign national spouse from a previous marriage

## Work permission depends on activity type

Status	Examples
Designated Activities	Domestic staff of a diplomat, etc., working holiday, or a foreign nurse / care worker candidate under an Economic Partnership Agreement, etc.

## Work not permitted (\*1)

Status	Examples
Cultural Activities	Researcher of Japanese culture
Temporary Visitor	Tourist or conference participant
Student	Student or pupil of an university, a junior college, a college of technology ("Kotosenmongakko"), senior high school, junior high school or elementary school, etc.
Trainee	Trainee
Dependent	Spouse or child who is a dependent of a residing foreign national

\*1: Part-time work is allowed if permission is obtained.

### 3. Status of residence to handle : Field of work

#### "International Services"

(1) Occupation : Information service for passengers, and customer service.

(2) Requirements : The candidates must have a Bachelor's Degree.

#### "Specified Skilled (i) "

(1) Our initial field of activity (6 fields planned)

◆ 5 fields for related to the airport : •Aviation Industry(**Airport ground handling**)

•Building cleaning Management •Automobile repair and maintenance

•Accommodation Industry •Food service industry

◆ The field aimed at contributing to the community the vicinity of the airport : •Care Worker

(2) Number of fields handled by country.

A certain number of examinees are required to carry out for the Proficiency assessment test (skills test), so it is necessary to narrow down the fields to 1 to 3.

(3) Requirements (over 18 years old)

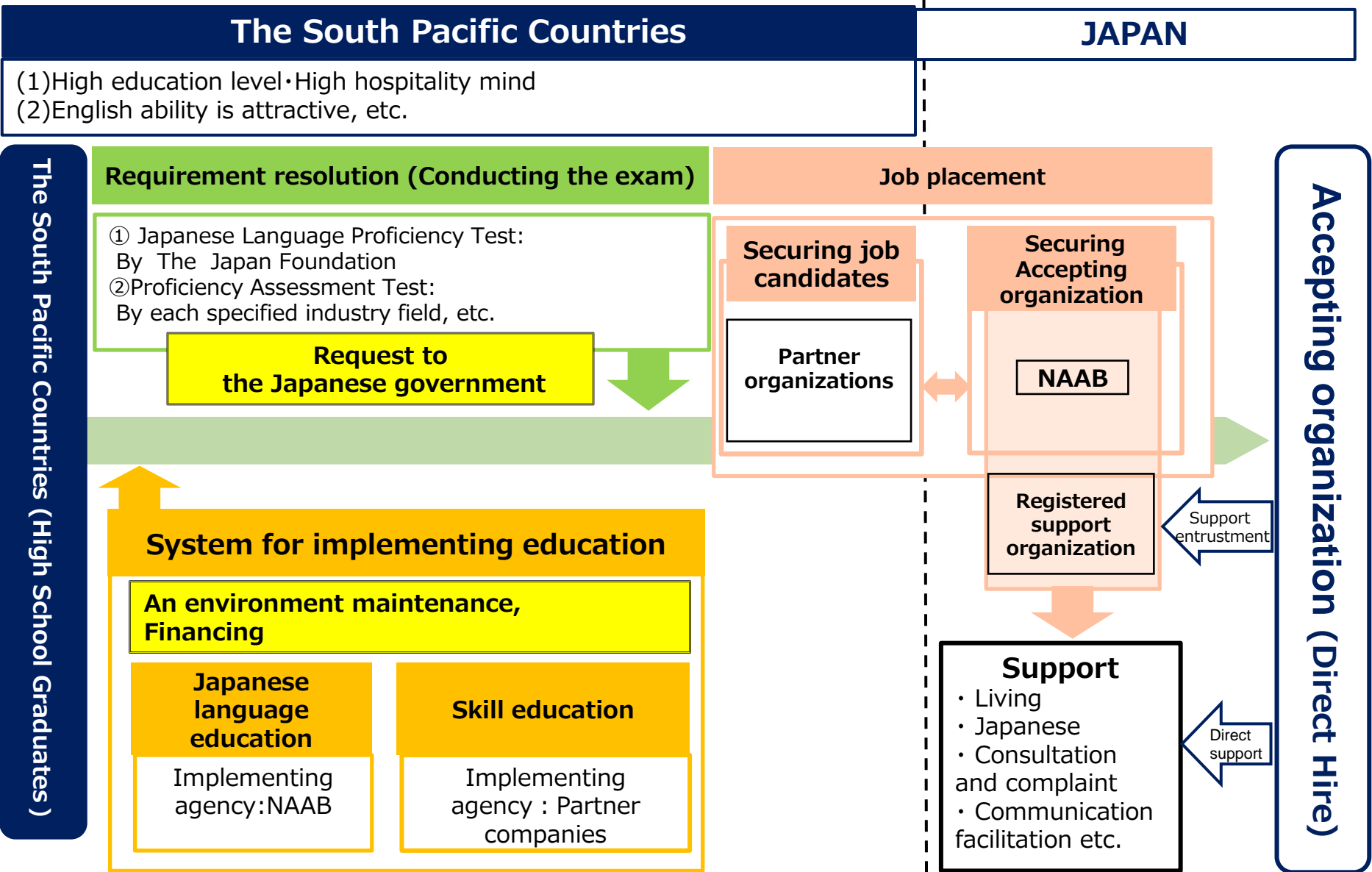
It is necessary to pass both the Japanese Language Proficiency Test (N4 level or higher) and skills test.

# 4. Kiribati Human Resources Recruitment (Status of residence: International Services)

- October 2021 : We have contacted The Government of Kiribati(Employment・Ministry of Human Resources) through MR Kentaro Ono(Japan Kiribati Association)
- December 2022 : As travel restrictions to Kiribati country due to the Covid19 was expected to be lifted, applications were started through newspaper advertisements in Kiribati.
- January 2023: NAAB staff traveled to Kiribati and interviewed 13people at the Employment of Human Resources.  
→Offered job opportunity to 2 people (Standby2 people)
- May 2023: Arrived in Japan. Started to work in our Premium Lounge



# 4. Specified skilled worker(i) (Employment Schemes)





# 5. Specified skilled worker(i) ( Issues and proposed solutions )

## Improvement of the educational environment

Equipment and facilities for Japanese language and skills education will need to be secured.

- ◆ Facilities with telecommunication equipment (for Online classes)
- ◆ Facilities for face-to-face classes

## Financing of education expenses

Although we seek to streamline education to keep costs low and reduce expenses, we anticipate that many students will find it difficult to afford the cost of education.

- ◆ E.g., establish a scholarship system, apply for educational loans → repay in installments by working in Japan

## Conducting skill tests

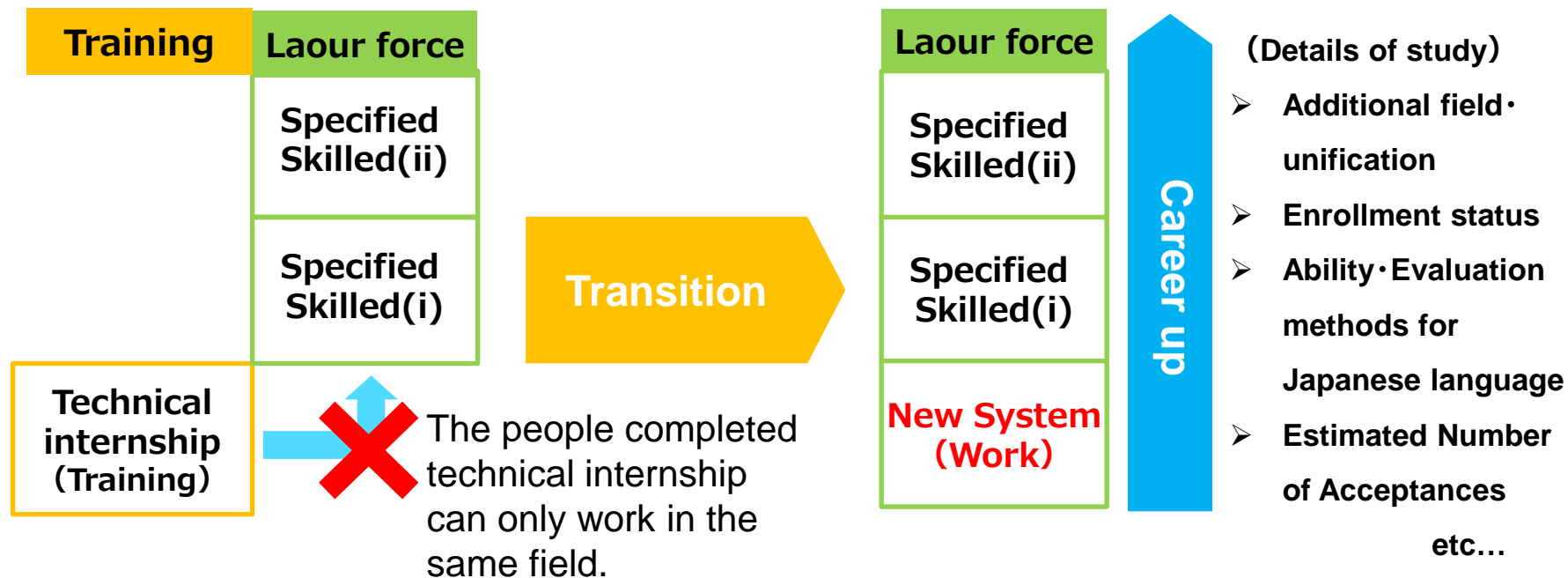
A certain number of examinees is required to conduct the examination (100 people)

- ◆ Secure the number of examinees (number of people to be educated)

## 6. New system to replace technical training

(Current)

(New System)



### Expectations for the New System

- ① They may be able to come to Japan and work without having to take Japanese language or skills tests?
- ② Protected as workers under Japanese laws and regulations.
- ③ Career advancement will be possible by acquiring know-how through employment.