

Mobility: Immigration alert

September 2023

Japan

New system to expedite the employment of foreign IT professionals

Executive summary

The Japanese government is creating a new framework that may enable eligible companies to employ foreign IT professionals within one month. The new system is expected to go into effect in late 2023.

Background

Currently, foreign nationals who are employed by IT companies in Japan are required to apply for a Certificate of Eligibility (CoE) and work permit before entering Japan. In general, the time taken to complete the CoE application process for companies that hire foreign nationals for the first time is at least three months. This processing time includes a check by Japan's Immigration Services Agency to confirm that the host company meets all requirements.

Key developments

Once the new system is implemented, regional authorities may conduct pre-assessments of eligible companies and provide prior approval for hiring foreign IT professionals, which will reduce the immigration processing time once these companies employ eligible individuals. The government is expected to initially introduce the new system in 13 National Strategic Special Zones, beginning with Fukuoka City.

Impact on employers

The new system will streamline the process of hiring international talent for Japanese businesses, especially small and medium-sized companies and startups. Host companies will be required to complete additional processes to demonstrate that they meet the relevant criteria.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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EYG no. 008256-23Gbl

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