

ADVISORY NO. 13
Series of 2026

**CLARIFICATION ON THE MANDATORY ENROLLMENT IN
JAPAN'S NATIONAL PENSION SCHEME BY TECHNICAL INTERN TRAINEES**

Following the issuance of **Advisory No. 40, Series of 2025**, and in response to inquiries regarding the pension requirements for residents in Japan, the Department of Migrant Workers (DMW) issues this clarification for the guidance of all Overseas Filipino Workers (OFWs), particularly Technical Intern Trainees, and their respective recruitment agencies or sending organizations.

Not a New Requirement: The compulsory enrollment of foreign workers, including technical interns, into Japan's public pension system is **not a new policy**. Such participation has been obligatory since the inception of the Technical Intern Training Program in the Philippines in 2018.

Universal Coverage: The law applies not only to technical intern trainees but also to all residents of Japan aged 20 to 59, regardless of nationality, including those under formal labor contracts and those employed through other pathways, such as the Specified Skilled Workers program.

Pension System Structure: The system consists of two primary components:

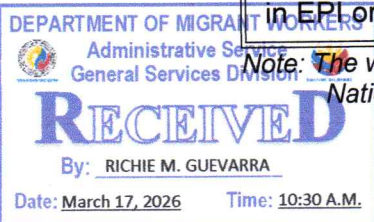
System	Applicability	Monthly Contribution FY 2025 (April 2025–March 2026)
National Pension (NP)	Generally, for trainees during their initial internship (language training) period	JP¥17,510
Employees' Pension Insurance (EPI)	For workers whose workplace is covered by EPI (during on-the-job practical training).	Calculated based on actual salary; the employer pays 50% , and the worker pays 50% .

Note: If the workplace is not covered by EPI, the workers remain covered by NP.

Enrollment Procedure:

Lecture Program Period (Enrollment in NP)	Technical interns complete the enrollment procedure at a residential municipal office (National Pension counter) or at the nearest JPS Branch Office.
Practical on-the-Job (OJT) Period (Enrollment in EPI or NP)	The technical intern's employer completes the enrollment procedure at a JPS Branch office.

Note: The worker is not required to repeat the enrollment process if they are covered by the National Pension.



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Exemption:

Lecture Program Period (Enrollment in NP)	Technical intern trainees facing difficulties in paying their contributions due to low income can apply for an exemption at their local municipal office (National Pension counter) or at the nearest JPS branch office.
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Deductions and Employment Contracts: Premiums are automatically deducted from the monthly salary of workers already in Japan who have earned income. **These contributions have long been incorporated as allowable deductions for social insurance purposes in the TITP employment contracts.**

Benefits and Refund Mechanism: Both NP and EPI provide benefits for old age, severe disability, or death, including a survivor's pension for eligible dependents. **EPI also allows a lump-sum withdrawal of premium payments for Filipino workers after they fulfill their contractual obligations and return to the Philippines.**

To ensure the compliance of technical intern trainees with the mandatory requirements of the Japanese government regarding the national pension, all Sending Organizations are hereby reminded to incorporate discussions on pension schemes, particularly the deductible amounts, when negotiating salaries with the interns prior to their departure to Japan. This measure will facilitate their smooth entry into Japan and ensure the completion of the necessary National Pension procedures for technical intern trainees.

For your information and guidance of all concerned.


HANS LEO J. CACDAC
Secretary

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