

# Verification of Foreign Companies that Promote Measures Such as Work-Life Balance Based on the Implementation Guidelines for Utilization of Public Procurement and Subsidies Toward the Promotion of Women's Empowerment

May 2025  
Cabinet Office

## 1. Rationale and Objective

- Since October 1, 2016, foreign companies participating in procurement related to the WTO Agreement on Government Procurement have been handled in the same manner as domestic Companies that Promote Measures Such as Work-Life Balance by verifying that they have fulfilled the standards equivalent to the requirements of certifications, etc. based on the relevant laws and regulations.
- Foreign companies that have been verified to have fulfilled the standards equivalent to certifications, etc. by the Cabinet Office based on the Handling Guidelines for Verifying Foreign Juridical Persons that Promote Measures Such as Work-Life Balance can be evaluated, by awarding additional points, in procurements by national government organizations and incorporated administrative agencies in the same manner as domestic Companies that Promote Measures Such as Work-Life Balance.

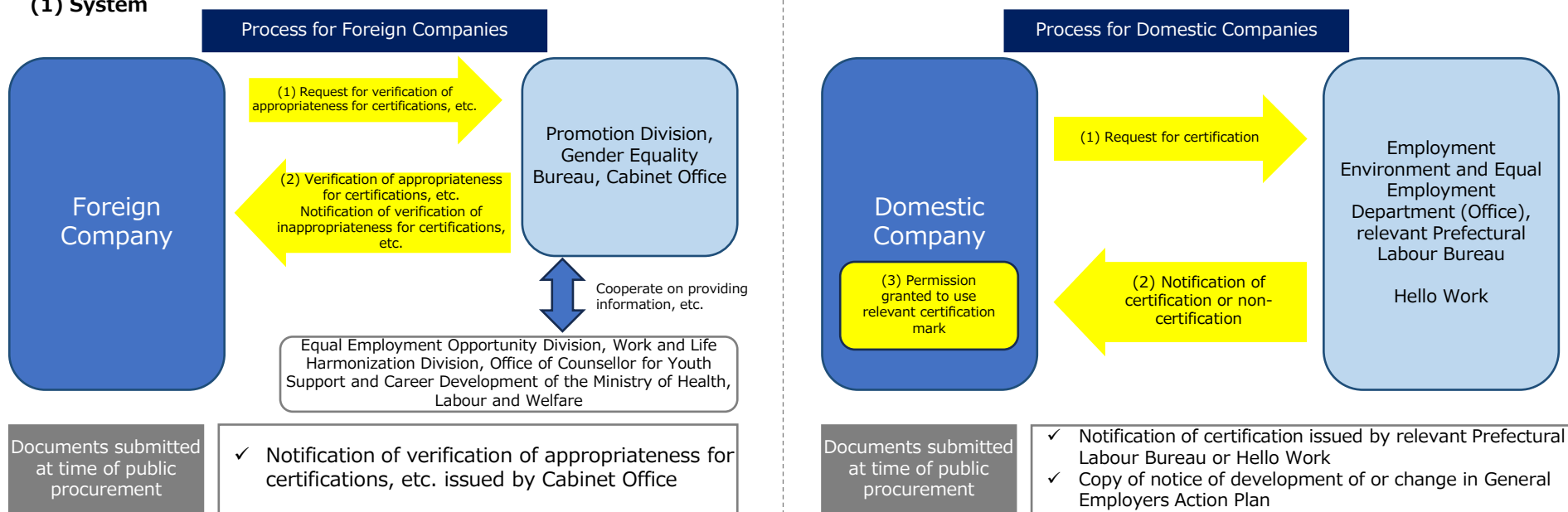
## 2. Certifications, etc. Subject to Verification

- Certification based on the Act on the Promotion of Women's Active Engagement in Professional Life (Eruboshi certification [limited to those that have fulfilled the standards with respect to working conditions, such as working hours] and Platinum Eruboshi certification)
- Certification based on the Act on Advancement of Measures to Support Raising Next-Generation Children (Kurumin, Try Kurumin, and Platinum Kurumin certifications)
- Certification based on the Youth Labor Welfare Act (Youth Yell certification)
- Development of a General Employers Action Plan based the Act on the Promotion of Women's Active Engagement in Professional Life (limited to those with 100 or less regular employees)
- Development of a General Employers Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children (General Employers Action Plan formulated or changed on or after April 1, 2025; limited to those with 100 or less regular employees)

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## 3. Verification System

### (1) System



### (2) Handling Verification Process

- The standards for the verification of appropriateness for certifications, etc. for foreign companies shall be based on the standards of each certification system.
- When conducting verification of appropriateness for certifications, etc., in the event that it is necessary to take into account systems and related matters of the country where the head office of the foreign company is located, said systems shall in principle be considered based on the level of requirements applied to Japanese companies in the interest of maintaining balance with Japanese companies and not discriminating between domestic and foreign companies. In addition, said systems shall be verified as to whether they meet the standards equivalent to the standards Japanese companies are required to fulfill, taking into account the circumstances of said foreign company.
- Foreign companies that have received verification of appropriateness for certifications, etc., shall submit a report along with specified documents within one month, in principle, from the end of each fiscal year to the Cabinet Office which state that they continue to fulfill the standards equivalent to certifications, etc. for the relevant fiscal year.

### (3) Start Period

- The process for the verification of appropriateness for certifications, etc. of measures such as work-life balance for foreign companies started on October 1, 2016.