

Basic Views on Accepting Foreign Workers

【Outline】

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Keidanren

- (1) The Japanese government’s policy for accepting foreign workers responds to the challenges of securing human resources to support the country’s social life and industrial infrastructure, as well as overcoming the labor shortages facing SMEs. **The government and Keidanren share the same stance** on these issues.
- (2) Japan’s business community also **actively supports supply chains that ensure legal compliance and respect for international norms, including human rights**, in addition to proper operations.
- (3) We envision a society that allows a wide variety of people to work actively, combined with the development of diverse work styles, through public acceptance of motivated and talented human resources from different countries. **Building this society will create the foundation for realizing “Society 5.0.”**

Basic views

- (1) Do not curtail the efforts to stimulate the economy, promote innovation, and enhance productivity (capital investment, technological innovations, ICT, work-style reforms, etc.).
- (2) Take into full consideration this new system that does not affect company efforts to utilize domestic human resources, including women and the elderly, and to improve working conditions.

1. Views on a new system for accepting foreign workers and increasing the acceptance of highly skilled foreign professionals

	Keidanren's general opinions
<p>(1) Specify the criteria for types of industries and ensure process transparency</p>	<ul style="list-style-type: none"> ① <u>Establish transparent and appropriate selection processes</u> based on <u>objective indicators</u> and examinations <ul style="list-style-type: none"> - Identifying the areas of industries facing the challenge of maintaining and advancing their businesses, and determining the real necessity - Specifying the types of work, scope, areas, and skill levels for employment ② Establish a well-defined residency and employment management system (for entry, employment, and unemployment procedures).
<p>(2) Clarify the connection with technical intern training programs for foreigners</p>	<ul style="list-style-type: none"> ① <u>Clarify the connection</u> between the new system to accept foreign workers and technical intern training programs based on the specific needs of each industry. <ul style="list-style-type: none"> - Purpose of the programs (technical intern training for international contributions) - Types of work (restricted for technical intern training/139 jobs for 77 types of businesses (as of December 2017)) ② Ensure legal compliance and proper management pertaining to the current technical intern training programs. ③ Carefully manage the working hours of foreign workers with student residency status and review the role of Japanese language educational institutions.
<p>(3) Recognize the responsibilities of accepting companies</p>	<ul style="list-style-type: none"> ① Support foreign employees through appropriate management of their residence and employment ② Respect human rights and compliance with related laws and regulations ③ Provide personnel training with a view to further improving skills and work performance

1. Views on a new system for accepting foreign workers and increasing the acceptance of highly skilled foreign professionals

	Keidanren's general opinions
(4) Develop and operate an appropriate system with foresight	<ul style="list-style-type: none"> ① Develop and operate an appropriate system to accept foreign workers with foresight regarding the pace of acceptance and medium-term fluctuations. ② Present a vision of the future after the expiration of the newly established residency status.
(5) Undertake extensive publicity in Japan and abroad	<ul style="list-style-type: none"> ① Advance PR activities to gain the full understanding of the public and businesses. ② Improve the external transparency of Japan's various systems.
(6) Promote further acceptance of highly skilled professionals	<ul style="list-style-type: none"> ① <u>Accept more highly skilled professionals</u> who can contribute to strengthening Japan's global competitiveness. ② Expand the number of employees by increasing employment support for international students and facilitating changes in residency status.

Basic views

- (1) Create **a nation, community, and work environment that encourage** motivated and talented **foreign workers to visit, live, and work** in Japan.
- (2) Develop an environment that provides support for foreigners living in Japan, including Japanese language education.
- (3) Urge the national government to play an active role in offering comprehensive support (Japanese language education, leadership development, and budgetary support according to needs).

	Keidanren's general opinions
<p>(1) Create a multicultural work environment</p>	<ul style="list-style-type: none"> ① Introduce multiple languages to corporate infrastructure, including internal rules, and expand language education programs. ② Develop a work environment, welfare system, and specific career design that meet foreign workers' needs. ③ Enhance Japanese employees' language skills and promote multicultural understanding.
<p>(2) Build a community that makes foreigners' lives easier</p>	<ul style="list-style-type: none"> ① Utilize the national government's assistance in sharing information among local authorities ② Promote national and local government partnerships with NPOs and utilization of ICT <p style="text-align: center;"> { Advancing Japanese language education, providing administrative services and daily life information in multiple languages, expanding consultation systems, providing healthcare and welfare services, offering rental housing support, disseminating disaster prevention information, improving crime-prevention and traffic safety measures, etc. } </p>
<p>(3) Improve education for foreign children</p>	<ul style="list-style-type: none"> ① Develop the national government's infrastructure aimed at improving education and promoting employment. <ul style="list-style-type: none"> - Enhancement of public school teachers' capabilities - Early establishment of instruction and consultation systems - Support for promoting school attendance

	Keidanren's general opinions
<p>(4) Improve the work environment and promote social insurance enrollment</p>	<ul style="list-style-type: none"> ① Inform employers and foreign workers of compliance with labor related laws, and provide support and instruction for appropriate management. ② Encourage foreign workers to enroll in and properly use the social insurance system. <ul style="list-style-type: none"> - It has been pointed out that medical insurance for foreign residents is being used for purposes other than intended in the original policy, making it essential to investigate the situation and implement appropriate measures whenever necessary. ③ Promote the social security agreement.

- As a member of the business community, Keidanren will continue to voice its opinions after the new system to accept foreign workers is established.
We will also provide the necessary cooperation to ensure appropriate employment and labor conditions.
In addition, we will examine and promote examples of company initiatives with the aims of accepting motivated and talented foreign workers and realizing multicultural coexistence.
- As for immigration, it is important to hold a series of careful discussions, including Japan's stance, as an issue that needs to be addressed in the future.