

Review Meeting on the Employment Policy for Foreign Workers Summary of Interim Report

- Evidence-based Policy-making of Employment Policy for Foreign Workers and
Cross-Sectoral Assistance in Cooperation between the Public and Private Sectors-

1. Status and Future Direction of the Employment Policy for Foreign Workers (Outline)

- (1) **Evidence-based approach should be taken for the policy making on employment of foreign workers** with appropriate grasp of the status of inclusion of foreign workers in the Japanese labor market and international labor movement.
- (2) **The relevant organizations should collaborate, taking advantage of their area of specialty,** to solve the multi-layered issues caused by the COVID-19 pandemic.
- (3) **The working environment for foreign workers** should be facilitated to help them **overcome cultural gaps** between Japan and their home country and pursue long-term careers in specialized and technical fields.
- (4) The policy for foreign workers employment should be implemented **with the positive** view that it will **improve the quality of employment and the labor market in Japan.**

2. Issues and recommended responses (details)

Data

To be reinforced

- Analyze the situation of foreign workers in the labor market on foreign workers in more detail.
- **Develop new statistics to compare foreign workers with Japanese workers** in the medium to long term.

International labor movement

From the perspective of sending countries

- **Observe the status and changes of the global labor movement** though participating in the activities of international organizations
- **Deliberate the system of employment placement so that the Japanese labor market can work adequately** for foreign workers in post-corona era.

Cultural gap

To be overcome with
Improving communication

- **Clarify the communication ability required for the workplace** and provide appropriate **training. Facilitate work experience programmes** to overcome cultural gaps.
- **Develop professional human resources** for placing employment for foreign workers and improving work environment.

Assistance

In need for various factors

- **Extend outreach to foreigners in need** with collaboration of NPOs and Hello Work.
- **Strengthen information dissemination** through local communities, etc., and job offerings through database development.
- **Encourage enterprises and employment placement agencies to recruit foreigners** unable to return home for short-term jobs.

Settlement

Acceptance with focus on settlement

- **Demonstrate a support flow from acceptance to settlement** and disseminate the results.
- Active use of various support tools to provide guidance for improving employment management.

Students

Promoting domestic employment

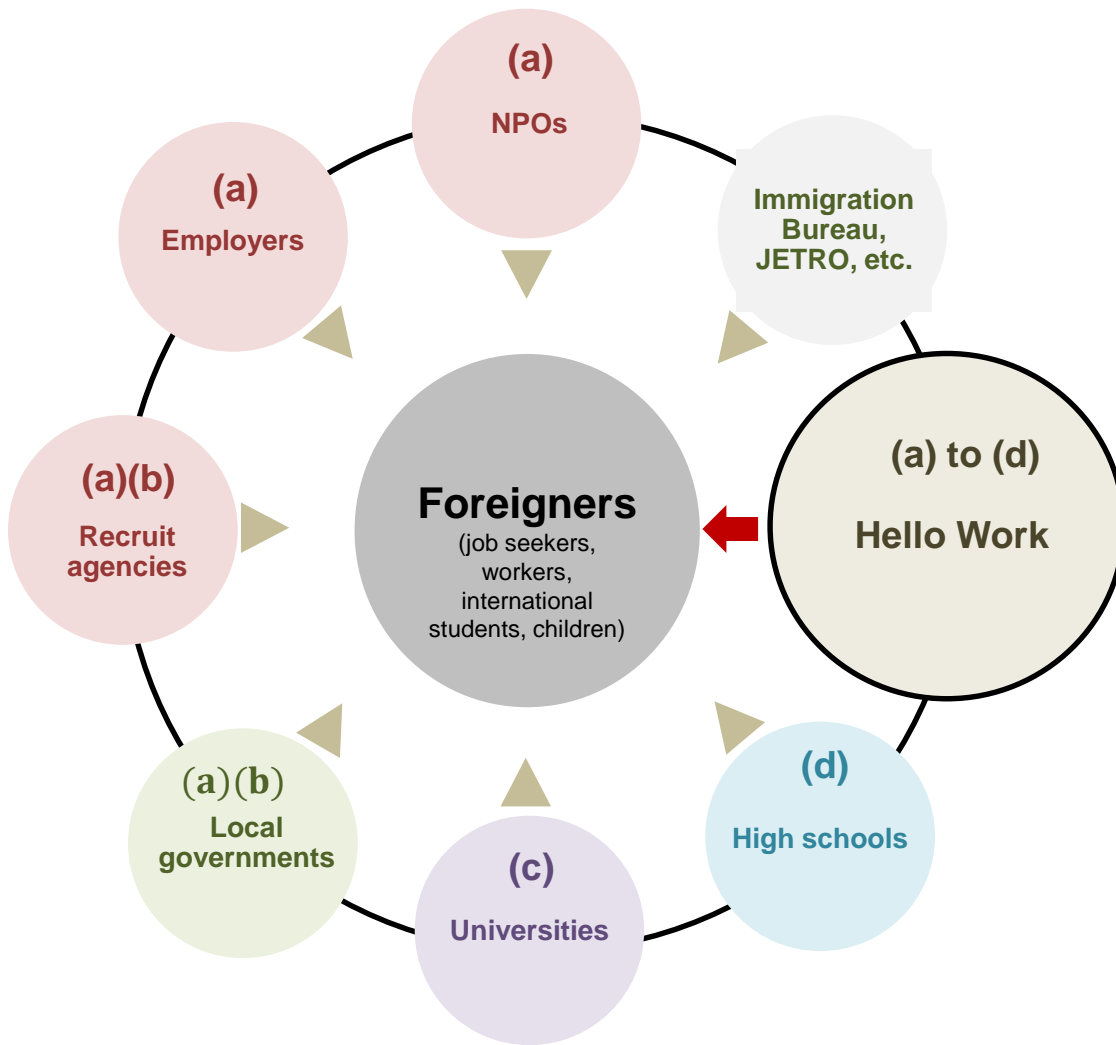
- **Support international students to get domestic employment** and disseminate good practices by **concluding cooperation agreements with universities.**
- Prevail the model curriculum for facilitate domestic employment and settle in the workplace.

Children

Developing a career

- **Provide career development assistance** by fostering career consultants, etc.
- Provide **career development assistance for children of foreign origin, including their parents.**

Support of foreigners through collaboration between Hello Work and various stakeholders



(a) Outreach and assistance for foreigners in need

- Provide support in terms of employment and office, such as careful interviewing and man-to-man support, etc.
- Disseminate various information through local communities, etc.
- Recruit for short-term employment and clarification of communication abilities required in the workplace

(b) Allow foreign workers to settle in the workplace and communities

- Provide consistent assistance from acceptance to settlement in the communities

(c) Encourage international students to domestic employment

- Provide support from the early stages of study through the agreements between Hello Work and universities

(d) Develop career of children of foreign origin

- Implement experimentally career development support of children including their parents