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.

**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.

- **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.**

- **Support international students to get domestic employment** and disseminate good practices by **concluding cooperation agreements with universities**.

**Settlement**

Acceptance with focus on settlement

- **Provide career development assistance** by fostering career consultants, etc.

**Students**

Promoting domestic employment

- Prevail the model curriculum for facilitate domestic employment and settle in the workplace.

**Children**

Developing a career

- 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