

JAPAN'S NEW IMMIGRATION POLICY TO ATTRACT FOREIGN WORKERS

LAM Peng Er & LIM Tai Wei

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Due to incidents of exploitation in work internship programmes for foreigners, the Japanese government has replaced these programmes with a skilled workers visa system. Under this visa system, foreign workers are allowed to stay for up to three years (under a Type 1 visa) with the option of converting to a Type 2 visa, which allows them to renew their residence status in Japan indefinitely and to bring their family members. The Japanese government is despatching Japanese language teachers to countries that supply foreign skilled workers to Japan to help them meet the visa's language requirements. The central and local governments, non-profits, and the private sector are offering language lessons, educational assistance, support groups and legal safeguards to assist foreign workers and their family members in social integration. Foreign workers must enrol in the state pension scheme and unions are also encouraging them to join to protect their workplace rights. The Japanese public has warmed up to foreign migrants due to an increased awareness of the severe ageing population and its impacts. Even with some headwinds, such as the low yen value, foreign workers seem interested in staying in Japan for other non-monetary reasons.

(Click on the link to read the above in [Chinese](#), [French](#) and [Spanish](#))

Chinese:

日本新移民政策吸引外国工人

由于外国人工作实习项目中存在剥削事件，日本政府以技术工人签证制度取代了这些项目。根据该签证制度，外国工人最多可以居留三年（在类型 1 签证下），并可以选择转换为类型 2 签证，这使他们可以无限期地更新在日本的居留身份并携带家人成员。日本政府正在向日本提供外国技术工人的国家派遣日语教师，帮助他们满足签证的语言要求。中央和地方政府、非营利组织和私营部门正在提供语言课程、教育援助、支持团体和法律保障，以帮助外籍工人及其家庭成员融入社会。外国工人必须参加国家养老金计划，工会也鼓励他们加入以保护他们的工作场所权利。由于对人口严重老龄化及其影响的认识不断增强，日本公众对外国移民越来越热情。尽管存在一些不利因素，例如日元贬值，但外国工人似乎出于其他非金钱原因有兴趣留在日本。

French:

LA NOUVELLE POLITIQUE MIGRATOIRE DU JAPON POUR ATTIRER LES TRAVAILLEURS ÉTRANGERS

En raison des cas d'exploitation de travailleurs dans les programmes de stages pour étrangers, le gouvernement japonais a remplacé ces programmes par un système de visa pour travailleurs qualifiés. Dans le cadre de ce système de visa, les travailleurs étrangers sont autorisés à séjourner jusqu'à trois ans (avec un visa de type 1) avec une possibilité de conversion en un visa de type 2, qui leur permet de renouveler indéfiniment leur statut de résident au Japon et de faire venir les membres de leur famille. Le gouvernement japonais envoie des professeurs de langue japonaise dans les pays fournissant des travailleurs étrangers qualifiés au Japon pour les aider à satisfaire aux exigences linguistiques du visa. Le gouvernement central et les autorités locales, les organisations à but non lucratif et le secteur privé proposent des cours de langue, une aide éducative, des groupes de soutien et des garanties juridiques pour aider les travailleurs étrangers et les membres de leur famille dans leur intégration sociale. Les travailleurs étrangers doivent adhérer au régime de retraite de l'État et les syndicats les encouragent également à y adhérer pour protéger leurs droits au travail. Le public japonais est plus accueillant à l'égard des migrants étrangers en raison d'une prise de conscience accrue de la sévérité du vieillissement de la population et de ses impacts. Même face à certains obstacles, comme la faiblesse du yen, les travailleurs étrangers semblent vouloir rester au Japon pour d'autres raisons non monétaires.

Spanish:

LA NUEVA POLÍTICA DE INMIGRACIÓN DE JAPÓN PARA ATRAER TRABAJADORES EXTRANJEROS

Debido a incidentes de explotación en los programas de pasantías laborales para extranjeros, el gobierno japonés ha reemplazado estos programas con un sistema de visas para trabajadores calificados. Bajo este sistema de visas, los trabajadores extranjeros pueden permanecer en Japón por hasta tres años (con una visa de Tipo 1), con la opción de convertirla en una visa de Tipo 2, que les permite renovar su estatus de residencia en Japón de forma indefinida y traer a sus familiares. El gobierno japonés está enviando profesores de japonés a los países que suministran trabajadores calificados a Japón para ayudarles a cumplir con los requisitos de idioma de la visa. Los gobiernos central y locales, organizaciones sin fines de lucro, y el sector privado están ofreciendo clases de idioma, asistencia educativa, grupos de apoyo y salvaguardias legales para ayudar a los trabajadores extranjeros y a sus familiares en su integración social. Los trabajadores extranjeros deben inscribirse en el sistema estatal de pensiones y los sindicatos también les están alentando a unirse para proteger sus derechos laborales. La opinión pública japonesa se ha vuelto más favorable hacia los migrantes extranjeros debido a una mayor conciencia sobre el grave envejecimiento de la población y sus impactos. A pesar de algunos obstáculos, como el bajo valor del yen, los trabajadores extranjeros parecen interesados en quedarse en Japón por razones no monetarias.

Executive Summary

1. Japan has significantly increased its number of foreign workers in recent years to boost its economy as the country is ageing rapidly and experiencing demographic decline.
2. Japan became more open to foreign workers during the second Abe Shinzo administration, introducing Type 1 and Type 2 visas for skilled workers in designated industries where Japan has manpower shortages.
3. Type 1 visa holders can remain in Japan for a maximum of five years but cannot reside in Japan with their family members. However, if they pass a skill assessment, they can be upgraded to a Type 2 visa that allows them to bring their families to Japan and renew their visa multiple times.
4. For the specified skilled worker residency status, 12 occupational fields including nursing, construction, agriculture and food services have been approved. Four more were later added, making a total of 16. The manufacturing sector absorbed 27% of these workers, followed by the service industry (15.7%) and wholesale and retail (12.9%).
5. Based on nationality, Vietnamese workers made up the biggest group at 518,364 (25.3% of the total), followed by Chinese workers (including the Special Administrative Regions of Hong Kong and Macao) at 397,918 (19.4%) and Filipino workers at 226,846 (11.1%).
6. Since October 2024, Japan's Ministry of Health, Labour and Welfare has improved the Japan Pension Service system by inputting relevant data when a foreigner moves to Japan. If a foreign resident is not enrolled in the system, the ministry will first send a letter to prompt them to sign up.
7. In December 2018, the authorities introduced the “comprehensive measures for acceptance and coexistence of foreign nationals”, with a ¥21.1 billion (US\$1.32

billion) budget to encourage inclusion and integration, recognising foreign nationals as members of the community.

8. In June 2019, the government legislated the Act for the Promotion of Japanese Language Education as a state responsibility to hold language classes for foreigners residing in Japan.
9. The central government legislated the 2016 Act on the Promotion of Efforts to Eliminate Unfair Discriminatory Speech and Behaviour against Persons Originating from Outside Japan. At the local level, Osaka enacted its own ordinance against hate speech in the same year.
10. A survey by Tokyo-based human resources company Mynavi Global Corp. found that 91% of foreign workers wish to continue working in Japan even after the expiry of their visas and are keen on renewal, though the depreciation of the yen may affect motivation to a certain extent.