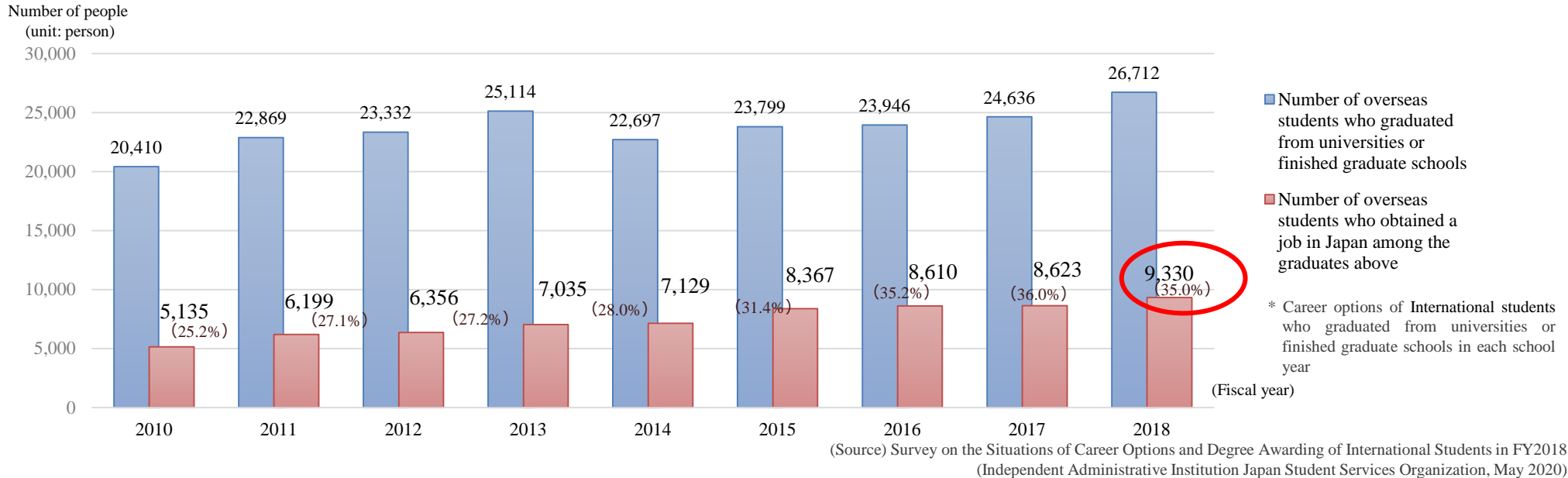


Current Situation of Employment of International students

- In the “Japan Revitalization Strategy” formulated in June 2016, the government set a goal of raising the employment rate of International students in Japan from 30% at present to 50%. However, the actual employment rate remains short at 40%, requiring drastic measures.

○ Changes in the number of International students who graduated from universities or finished graduate schools, and those who obtained a job in Japan



○ Career options of international students who graduated from universities or finished graduate schools

Among those who graduated from universities or finished graduate schools in FY2018 (26,712 people), 9,330 (approx. 35%) obtained jobs in Japan.

(Source) Survey on the Situations of Career Options and Degree Awarding of International Students in FY2018
(Independent Administrative Institution Japan Student Services Organization, May 2020)

○ Attitude of the government towards supporting employment of international students

In the “Japan Revitalization Strategy 2016” (June 2, 2016), a Cabinet Decision was made to set a goal of raising **the employment rate of international students in Japan from 30% to 50%.**

○ Situation of international students who wish to obtain a job in Japan

International students who wish to obtain a job in Japan account for about 65% of the total.

(Source) Survey on the Current Living Conditions of Privately Funded International Students in FY2017
(Independent Administrative Institution Japan Student Services Organization, January 2019)

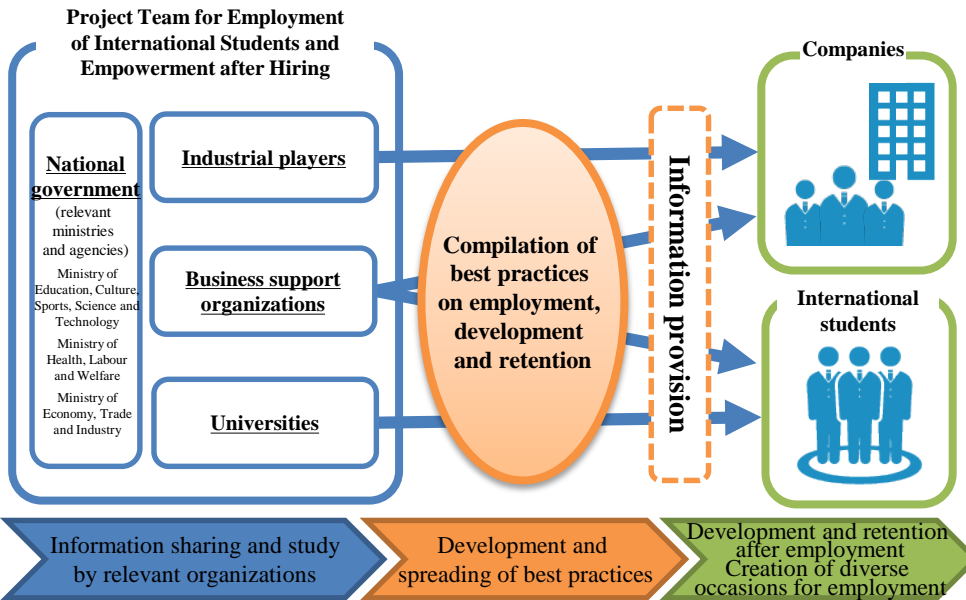
Efforts by the Project Team for Employment of International students and Empowerment after Hiring

Purpose and system

- Relevant ministries and agencies, industrial players, business support organizations and universities collaborated to establish the Project Team in August 2019 with the purpose of promoting the employment of international students and the diversification of development and working conditions by companies.
- The Project Team discussed the issue for about six months and compiled the discussion results.

Development and spreading of best practices, etc.

- Through its discussions and hearings from companies, the Project Team formulated and released a handbook presenting the 12-point checklist showing key points that companies should ascertain as well as a guide for better use of the checklist and a collection of best practices in line with the handbook (February 2020).
- In cooperation/collaboration with industrial players and relevant organizations, the Project Team encourages companies to carry out such best practices and to convey information on their efforts.



This section displays the handbook materials. On the left is the cover of the 'Handbook for the Employment and Activities of International Students After Hiring' (外国人留学生の採用や入社後の活躍に向けたハンドブック), which includes a 12-item checklist, a usage guide, and a collection of best practices. On the right are three overlapping screenshots: a 'Checklist' table, a 'Guide for better use of the checklist' with a '社内共有' (Internal Sharing) icon, and a 'Collection of best practices' featuring a photo of a worker at a factory.

Checklist for smooth employment and empowerment of international students in Japan

- This checklist streamlines points to be noted for companies in employing international students and for their empowerment after joining the company, by clarifying problems and difficulties they tend to face.
- The goal is not to fulfil all the items. It is important that each company makes a PDCA cycle smooth based on its business strategy and reality.

		Item	Check <input type="checkbox"/>
Before employment	1	Is the purpose of employing foreign nationals or the roles expected of them being specified?	
	2	Is the policy of employing foreign nationals being shared within the company, including the management, human resource departments, and on-site staff members?	
	3	Are the policies and the past records of employing foreign nationals being disclosed and announced?	
	4	Are there any opportunities for both the company and foreign nationals to understand each other through briefings for international students, internship, etc.?	
From employment procedures to joining the company	5	Are the employment procedures conducted by judging the individual ability and skill according to the varying levels of Japanese-language ability and expertise required for the specific appointment, without regard to the Japanese-language ability at the time of employment?	
	6	Is there a system to support the living of employed students, including the arrangement of residences, or to support the improvement of skills required for them in work, from the period before joining the company?	
After joining the company	7	Are there opportunities for the Japanese staff member who are in charge of the management of foreign staff to learn about effective communication with foreign staff in the workplace?	
	8	Is a sufficient explanation on the intention and significance of appointment based on career perspective being provided on the appointment of foreign staff?	
	9	Are Japanese supervisors and senior staff talking to foreign staff from time to time? And are there any opportunities for exchange with people both inside and outside the company provided to foreign staff?	
	10	Are job opportunities according to career perspectives that are free from conventional employment practices being provided to foreign staff as well as learning support?	
	11	Is a sufficient explanation based on objective evaluation and treatment being provided to foreign staff?	
	12	Are the in-house systems such as the leave system being reviewed to consider diversity among foreign staff, such as the culture of their home country or religion ?	

(Reference) Members of the Project Team

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