

外国人受入れと社会統合に関する国際シンポジウムにおける特別講演について

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「外国人受入問題に関する日本経団連の取組みと考え方について」

1. はじめに一問題提起

- 経団連として、「外国人受け入れ問題に関する提言」（2004年4月）を実施して以来、外国人材の受け入れ促進に向けた提言活動等を積極的に推進
- 経済・雇用情勢が厳しさを増す中、外国人の受け入れにも慎重論が台頭。持続的な経済成長を実現し、安心・安全で活力ある経済社会システムを維持していく観点から、なぜ外国人の受け入れが必要なのかを中長期的な視野から検討することが必要

2. 外国人受け入れの必要性

- 急激に少子化、高齢化が進展する中で国民生活に必要な社会インフラや財政・社会保障制度を維持していくためには、日本としても必要な人材を積極的に受け入れていくことが必要
- 経済のグローバル化に伴い競争が激化する中、わが国の産業競争力を維持・強化していくためには、イノベーションを創出する産業人材を国籍を問わず確保・育成する必要。国際的にも人材獲得競争が熾烈となっており、すでに日本は取り残されつつある
- 欧州各国の駐日大使と外国人労働者の受け入れについて懇談したことがあるが、各国とも外国人の受け入れは自国の成長に繋がるとの認識を示していた
- 経団連が昨年7月に行った欧州調査でも、EUのGDP成長率の約20%が移民の受け入れによってもたらされたことが判明。外国人材の受け入れは社会不安をもたらさないばかりか、経済を活性化させ、雇用を創出する
- 外国人の受け入れが社会や雇用不安を招くとの指摘があるが、それは制度的な問題に起因するもの。秩序ある形で受け入れを行えば、マイナスの側面を最小限にすることができるのではないか。そのためには諸外国の経験を学ぶとともに、過去の反省を活かした施策を政府一体となって進めることが不可欠。実際に欧米では過去の経験から、受け入れ国、送り出し国双方にとってメリットとなるような移民政策が構築されつつある
- 経団連としても秩序ある受け入れを行っていくことで、互恵的な制度を構築することを提言しているところ。経団連の「外国人受け入れの三原則」を紹介

3. 日本企業の取り組み

- 多くの企業が外国人の積極的な活用の必要性を指摘。経団連が行った外国人受入れアンケート結果を紹介
- 多様な感性、ノウハウを持つ外国人材の確保が産業競争力の強化をもたらし、グローバルな競争を勝ち抜く源泉となる
- このため各企業では、社宅の提供、語学研修の実施など、外国人受け入れのための社内体制の整備に取り組んでいる

- また、多文化共生社会の構築、外国人の住みやすい環境の整備に企業も協力している

4. おわりに—今後の課題

- 外国人の受け入れには国民の広いコンセンサスと意識改革が必要。互いの違いを容認し尊重し合う多文化共生型の経済社会の構築に向けて、近視眼的な見方ではなく、わが国社会、産業の将来を見据えた中長期的な観点から議論が必須
- 特に、出入国・在留管理、就労・生活環境・社会保障制度の整備、家族を含めた日本語や職業教育の充実等をわが国一体として取り組む体制が不可欠

以上

Special Lecture at the International Symposium on Acceptance of Foreigners and Their Integration into Society

Hiroshi Okuda

Honorary Chairman,
Japan Business Federation

“Nippon Keidanren's Stance on Acceptance of Foreign Human Resources”

1. Introduction

- Since the submission of its “Recommendations on Accepting Non-Japanese Workers” (April 2004), Nippon Keidanren has actively promoted activities towards promoting the acceptance of foreign human resources.
- In an environment in which the economic and employment situations are deteriorating, there seems to be reluctant opinions on acceptance of foreigners. From the perspective of realizing sustainable economic growth, and maintaining a safe and secure societal structure that is full of vitality, we should ask ourselves why the acceptance of foreigners is necessary, from a mid- to long-term perspective.

2. Necessity for acceptance of foreigners

- Given the fact that the birthrate has fallen rapidly, compounded by the ever increasing aging of society, in order to maintain the social infrastructure required for daily national life and also the financial and social security systems that are in place, it is essential for Japan to actively seek to accept the human resources that it requires.
- With competition intensifying due to economic globalization, in order to maintain and strengthen Japan’s industrial competitiveness it is necessary to secure and develop human resources in industry who, regardless of their nationality, will provide innovation and creativity. International competition for the acquisition of human resources is intensifying and Japan is already being left behind.
- I had discussions with the ambassadors of European countries resident in Tokyo concerning the acceptance of foreign workers, and each of these ambassadors has confirmed the recognition that the acceptance of foreigners in their own countries has led to growth.
- In a survey implemented in Europe by Nippon Keidanren in July last year, it was found that approximately 20% of GDP growth in the EU is accounted for by the acceptance of immigrants. The acceptance of foreigners realizes not only social diversity but also vitalized economy and job creation.

- It has been pointed out that the acceptance of foreigners can invite social and employment instability, but these are brought about by structural problems. If acceptance of foreigners is implemented in an orderly manner it should be possible to minimize any negative aspects. To this end it is essential to learn from the experiences of other countries and ensure that the government makes concerted efforts to implement policies. Learning from their own past experiences, countries in Europe and North America are constructing immigration policies that will have merits for both accepting and supplying countries alike.
- Nippon Keidanren has also proposed that the acceptance of foreigners in an orderly manner would lead to the creation of a mutually beneficial system.

3. Efforts by Japanese companies

- According to results of questionnaire by Nippon Keidanren, it is found out that many Japanese companies are positive to accept foreigners. This is why foreign human resources with diverse ideas and know-how would enhance industrial competitiveness and be a positive source for success in the midst of global competition for them.
- For this, companies are engaged in efforts to change HR management systems toward accepting foreigners, including the provision of corporate housing and the implementation of language training, etc.
- In addition, companies are also cooperating in efforts to construct an environment in which foreigners can lead their life in Japan more smoothly.

4. Future challenges

- The acceptance of foreigners requires a broad consensus among the people of Japan and a change in attitudes. For the construction of diversified society, tolerating and respecting mutual differences, it is essential to engage in debate not from a short-sighted perspective, but from the mid- to long-term.
- It is particularly necessary to concert public policies in all aspects such as immigration and residence management, working and living environments and social security systems, as well as boosting Japanese language and vocational education, including for family members of foreigners.