

**Remarks by Ambassador of India to Japan H.E. Shri Sibi George**  
**The Forum of the activity of the human resources of India and its prospects**  
**November 16, 1350-1610 hrs**

His Excellency Mr Akitaka Saiki, President, The Japan-India Association  
Her Excellency, Ms. Satsuki Katayama, Former Minister of State for Vitalizing Local Economy and Member of the The House of Councilors, LDP  
Mr Jitsuro Terashima, Chairman, Japan Research Institute, Limited  
Mr Tsuyoshi Haraguchi, Deputy Director-General, Ministry of Health, Labour Welfare  
Mr Kenzo Fujisue, Professor, Indian Institute of Technology,  
Mr. Toshiaki Nishikawa, President of Cooperative Union Zenbi and Chairman and CEO of ASEAN Financial Holdings Co. Ltd  
Mr Akihiro Mikoshiba, Commentator NHI

Distinguished Guests, Ladies and Gentlemen,

I am delighted to be amongst you for today's Forum with a focus on transfer of skilled human resources from India to Japan. I earnestly hope that meaningful and outcome oriented discussions and recommendations would ensue on how to enhance mobility of skilled and semi-skilled workers including students and professionals from India to Japan.

2. India and Japan share 'Special Strategic and Global Partnership' and our friendship has a long history rooted in spiritual affinity and strong cultural and civilizational ties.

3. There is a strong goodwill at political level. Prime Minister Kishida san and Prime Minister ji have already met thrice this year, in March for a bilateral summit; in May when PM Modi visited for G-7 Hiroshima Summit and in September, when PM Kishida again visited India for G-20 Leadership Summit. As our close economic and trade partnership flourish, we are of the firm view that our people-to-people connectivity shall play the centrifugal force of mutual trust between India and Japan. In this context, mobility for a skilled workforce is high on the agenda of discussions, including in CEPA talks, Industrial Competitiveness Partnership, Digital Partnership and other economic and commercial mechanisms. There are also ongoing standalone bilateral Working Groups on Specified Skilled Worker (SSW) Program and Technical Intern Training Program (TITP), two Japanese initiatives, which India has become a beneficiary by entering into an agreement with Japan. We believe that the next level of cooperation shall see more focus on service sector such as nursing and health care.

4. In 2016, we signed the "Manufacturing Skill Transfer Promotion Programme" agreement for training 30,000 persons over 10 years with Japanese style manufacturing skills and practices. Subsequently, Japan-India Institutes for Manufacturing (JIM)-to train future shop floor leaders in Japanese style manufacturing processes and key working methods such as Kaizen and 5S) and Japanese Endowed Courses (JEC-to provide skilling and educative training programs to future middle management level engineering candidates who aim to join the manufacturing sector in India) in colleges across India have been established. As of date, 35JIMs and 11 JECs are already operational and many more are operationalizing soon. India signed an MoC on October 17, 2017 on TITP to transform India's skill ecosystem by sending technical interns from India to Japan, thereby enabling Indian industries to imbibe the best practices of Japanese industries. On January 18, 2021, an MoC was signed between our two countries on SSW to promote movement of skilled workers from India to Japan and a joint working group was set up to monitor the progress.

5. India and Japan are natural partners in skill development and resource complementarity. The need of the hour is to increase awareness and match-make the demand in Japan with the supply of skilled workforce in India. On the other hand, Japan training techniques such as Kaizen, six sigma can upscale skill development in India for both our industries. India has signed mobility and migration Framework Agreement with over 12 countries so far, including Germany, EU, Australia, France, UK etc. Our aim is to work closely with partners for improving visa regulations and procedures to create an enabling ecosystem to further promote mobility of students, graduates, academic researchers and professionals between the two countries. With its large educated and skilled demographic dividend, India's skilled workforce is contributing to innovation, research, economic growth and development globally. Indian students and researchers, especially the women, are making giant strides and approx 45% of STEM graduates in India are women. Indian women are lead contributors to critical missions like India's Space Program, Chandrayaan-3 and women-led development is a significant driver of change in the 21<sup>st</sup> century. We have seen an upswing in the movement of high skilled professionals, especially under IT and Fintech domain to Japan, that now forms a quarter of the Indian Diaspora size in Japan. In addition to looking at augmenting Japanese requirements under high skilled IT, Financial, management and Engineering domains, India can contribute significantly semi-skilled and technical areas also.

6. Excellencies, ladies and gentlemen, as you may know, India has recently chaired the G-20 summit meeting and undertaking worldwide skill gap analysis is one of the recommendations enshrined in Paragraph 20 of the consensus document on "Future of Work". We are of the firm view that the talent and skills are not regional or boundary specific, but have the potential to induce mobility for global good and therefore the time is now ripe that we should move towards a global skills mapping. A movement is currently underway in India to impart the skill sets to far and corners of the country

through 'Skills on Wheels' initiative where 60,000 youths in rural households will be empowered over a period of 5 years. A customized bus retrofitted with state of the art tools and technology, will promote the Skill India Mission initiative with Skills on Wheels and will travel across the length and breadth of aspirational backward districts.

7. In my one year of tenure in Japan and 34 Prefectural visits, I have witnessed a deep desire of Japanese businesses and industries to hire world class skilled manpower from India. The recently concluded fourth round Joint Working Group between India and Japan in the area of Skill Development on October 3 in Tokyo, has reinvigorated our partnership in this domain. Discussions on expansion of the ecosystem such as examination sites under SSW, and opening of more sectors such as machine parts, automobiles, construction, food and beverages, nursing care etc were highlighted in this regard. Promotion of job fairs in India, drawing up of joint calendars of programs, integrating e-Migrate portal of India into Japanese SSW portal to ensure compatibility and reducing language-level requirements were some of the other deliberations. From our perspective important elements of "demand aggregation", Mobility Resource Centre and standard-setting of text books of language and curriculum remain critical to the resurgence of Indian skilled and semi-skilled workforce into Japan.

8. India and Japan may have only recently engaged in SSW and TITP in comparison to other countries that have had a headstart, but the yearning desire to closely cooperate in this field, I am sure, shall see a lot of success in coming days. For this, we have to proactively explore new and innovative ways to involve all stakeholders to raise awareness and fastrack their implementation. The Embassy of India remains steadfastly committed to the cause of #IndiaJapanSkillConnect, which was launched on August 4 at Embassy premises in the presence of four ministers (three from Japanese side and one from Indian side). I am happy to announce the setting up of a Skill Advisory Forum in Embassy, including those are working in the field today. Our aim is to hand-hold the requirements of Japanese businesses and companies who would like to hire India's talented and skilled workforce, which shall open new vistas for our social, educational and cultural connect with Japan.

9. I congratulate the organisers of today's forum and wish today's deliberations would help in generating sufficient awareness of availability of skilled and semi skilled workforce from India for Japanese businesses and society.

10. Thank you and a Good Afternoon!

\*\*\*