

**Address by H.E. Mr. Sibi George, Ambassador of India to Japan at the Seminar “India-Japan Human Resources Cooperation : Taking forward outcomes of the Annual Summit 2025”**

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**H.E. Mr. Fukushima Nukaga**, Hon'ble Speaker of the House of Representatives of Japan

**H.E. Shri Shakliar Warjri**, Hon'ble Minister, Department of Labour Employment and Skill Development, Government of Meghalaya

**Mr. Toshiaki Nishikawa**, Chairman, ASEAN Group Co., Ltd.

**Mr. C. Songate**, Principal Secretary, Department of Labour, Employment & Skill Development, Government of Meghalaya

**Mr. Masahiko Okubo**, Deputy Director General, Logistics and Road Transport Bureau, Ministry of Land, Infrastructure, Transport and Tourism

**Mr. Toshihisa Okamoto**, Director General for Policy Planning and Coordination, Minister's Secretariat, Ministry of Health, Labour and Welfare

**Mr. Devendra Jalihal**, Director, Indian Institute of Technology, Guwahati

**Mr. Shigekazu Matsuura**, Deputy Director General, Ministry of Education, Culture, Sports, Science and Technology

**Mr. Kazushige Tanaka**, Deputy Director General for Trade & Economic Cooperation, Ministry of Economy, Trade and Industry, Japan

Ladies and Gentlemen, Very good afternoon

I am truly delighted to address this esteemed gathering today as we reflect on the multifaceted and dynamic partnership between India and Japan—two nations bound by shared values, mutual respect, and a collective vision for a prosperous future. I would like to begin by welcoming Hon'ble Speaker Nukaga. Our collaboration extends across diverse domains, with particular focus on skill mobility, government-led initiatives, and academic engagement. At the core of this bilateral cooperation lies a steadfast commitment to nurturing a highly skilled workforce—one that is well-prepared to excel in an increasingly interconnected and rapidly evolving global landscape.

The collaboration between India and Japan in the field of skilled professionals and human resource development has witnessed remarkable growth over the years. Our efforts have been directed towards creating meaningful pathways for Indian students and professionals to study, work, and build rewarding careers in Japan. Strengthening cooperation in human resource development and skill enhancement has, in fact, emerged as a vital pillar of the India–Japan partnership.

Friends,

I fondly recall the visit of Hon'ble Speaker of the House of Representatives of Japan, H.E. Nukaga Fukushima to India last year when he met the Hon'ble Prime Minister of India, Shri Narendra Modi, and discussed cooperation on human resources and mobility of skilled Indian professional to Japan. It was then agreed that Japan would receive 50,000 skilled Indian professionals over the next five years, to address critical professional shortages in Japan. This was the beginning of Nukaga proposal, which has now fructified.

I am happy to announce that during the recently concluded India-Japan Annual Summit, the Prime Ministers of both countries concurred on the need to foster deeper understanding between their citizens through visits and exchanges, and to find collaborative avenues for their human resources to co-create values and address respective national priorities. Accordingly, the public and private sectors in India and Japan will endeavour to expand exchange of personnel to serve as a bridge between the two countries. The two countries have set an aspirational target of the exchange of more than 500,000 personnel in both directions in the next five years, including 50,000 skilled personnel and potential talents from India to Japan, to create a new wave of people to people exchanges between India and Japan. Such efforts will be geared to the objectives of (i) attracting skilled personnel and potential talents from India to Japan by bridging respective perception gaps; (ii) leveraging manpower complementarities for joint research, commercialization and value creation in both countries; (iii) promoting Japanese language education in India, as well as bi-directional cultural, educational and grass-roots exchanges; (iv) tapping economically beneficial complementarities for both Japan, facing a manpower shortage including IT personnel, and India, aiming to boost skill development and strengthen its manufacturing sector; and (vi) strengthening points of contact between Japanese companies and Indian students.

Towards this, India and Japan jointly launched an Action Plan, which will promote the efforts of various entities in government, industry, and academia to increase the number of skilled personnel and potential talents from India to Japan by 50,000 over the next five years. The Action plan includes enhancing a flow of Indian engineering professionals, academic personnel, Indian students, scientists and researchers to Japan over the next 5 years; enhancing the flow of Indian personnel over 5 years under Japan's SSW system; leverage Japan's managerial, industrial and manufacturing competence to upgrade skill levels in India and further produce Japan-ready workforce at scale; and promote Japanese language education that is relevant to the skill sectors.

This Action Plan marks a significant milestone and will serve as a catalyst in advancing people-to-people linkages, facilitating skill mobility, and enabling Indian talent to play an even greater role in Japan's growth story." I am very glad to know that the ASEAN One Group has already signed MoUs for imparting training and skill mobility with the States of Assam and Meghalaya in India.

I thank you all for your participation in today's Seminar and am confident that seminars such as this will serve as an important catalyst in advancing India–Japan collaboration in the field of human resources, by fostering meaningful dialogue, promoting exchange of best practices, and nurturing enduring networks.

**Thank you**

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