

Japanese Assistance for Workforce Development with Technical Intern Training Programme in Asia The Result of the Survey in Saga Prefecture

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Introduction

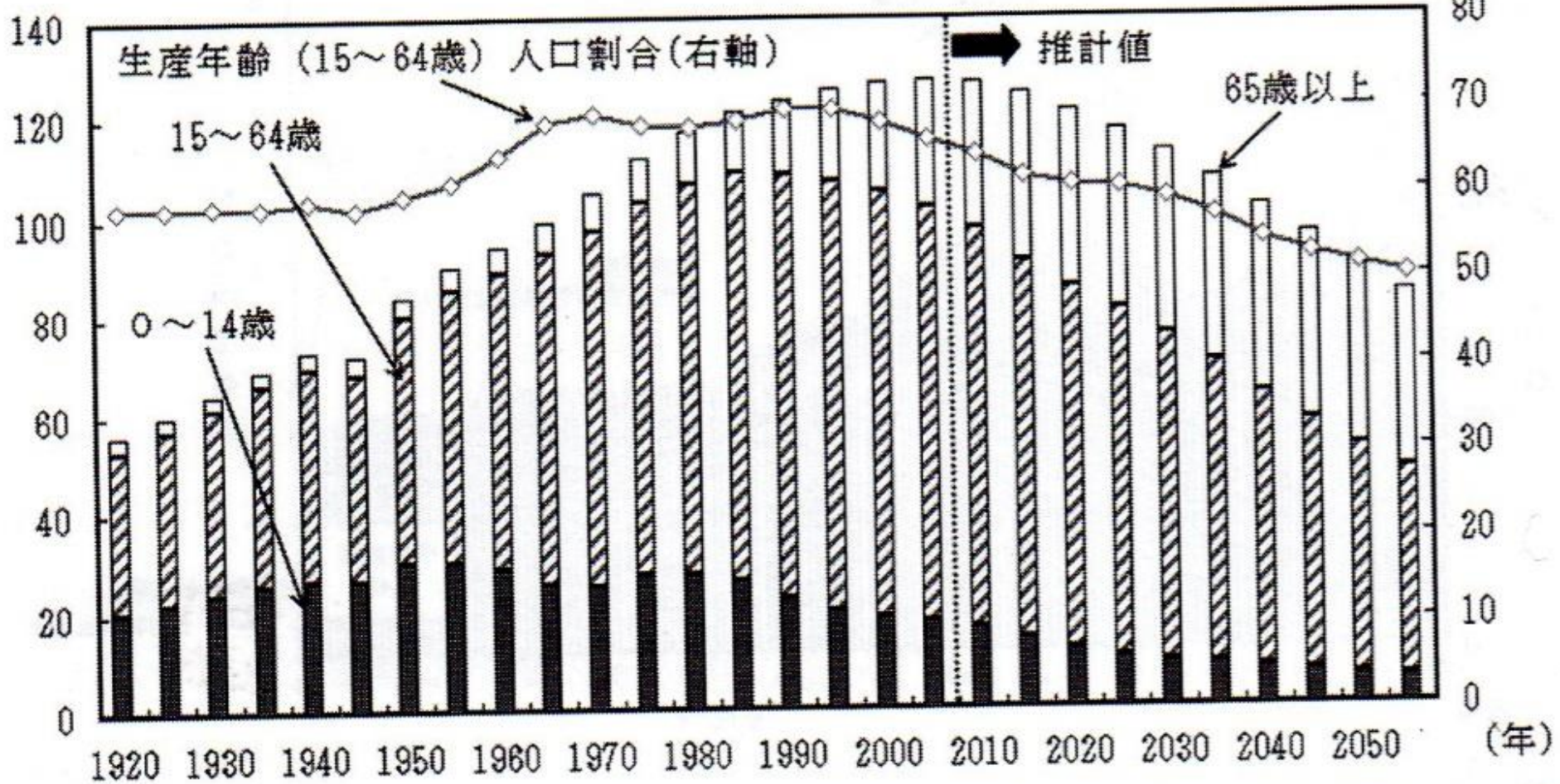
- ◆ Major factors of Development in Asia: history, economic policy, ethics, culture, democracy, development dictatorship, education, training etc.
- ◆ Economic development in Asia depends on the existence of a well-educated society and a well-trained workforce.
- ◆ workforce development through improvement of knowledge and training under various academic programmes may not be sufficient unless those programmes attempt to **develop people's social values**.
- ◆ Economic development and labour market → labour import and export

図表2 日本の人口推移と将来推計人口

Labour Market in Japan

(百万人)

(%)



(備考) 2005年までは総務省統計局「国勢調査」、2010年以降は国立社会保障・人口問題研究所「日本の将来推計人口(平成18年12月推計)」により作成。

(出所) 内閣府「<http://www5.cao.go.jp/j-j/wp/wp-je07/07f21010.html>」

- The government replaced its **traditional technical assistance programme**, which commenced in the **1960s** under Official Development Assistance (**ODA**) with **Intern training Programme in 1993** to meet the labour demand of the small and medium scale industries in Japan, and transfer Japanese technologies to developing countries, especially to Asian countries.
- According to Japan International Training Cooperation Organization (JITCO), there were about **167,626 trainees** from about **35 countries** working in about **72 fields** in all the prefectures in 2014. Among these, **1,336 trainees** who have been dispatched from mainly Asian countries were working in about **20 industrial fields** in the **Saga** prefecture
- The sample questionnaire survey was conducted in the Saga prefecture from February to December 2015 among 308 trainees from four countries in Asia (China, Vietnam, Philippines and Cambodia).

Figure 1-1: The conceptual Framework of Technical Intern Training Programme

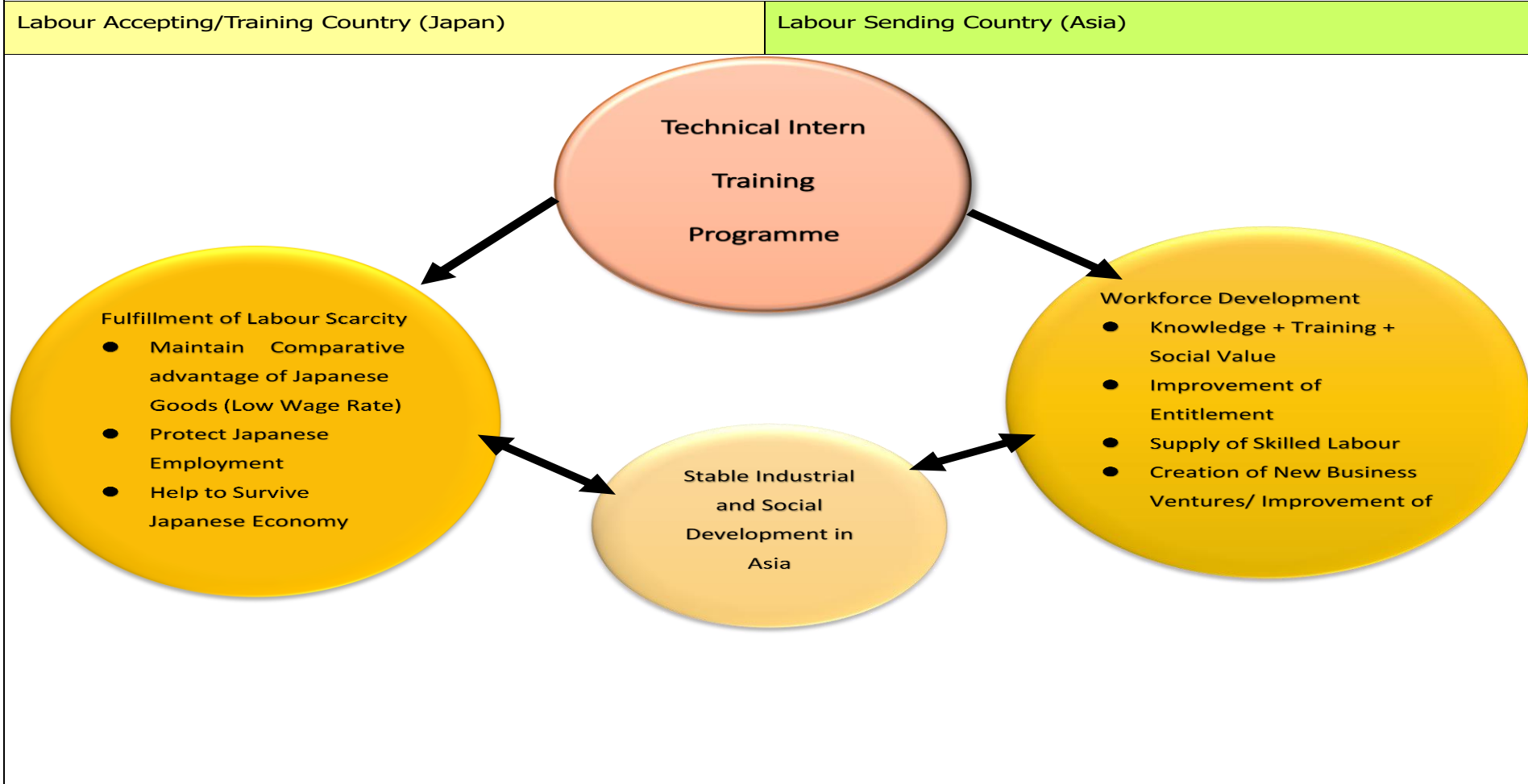


Table 1: Socioeconomic Background of the Intern Trainees (Percentage)					
		China	Vietnam	Cambodia	Total
Sex	Male	0.6	--	37.7	6.9
	Female	98.9	100	62.3	93.1
Age	20-25	41.9	70.7	51.1	75.0
	26-30	24.4	16	42.6	
	31-40	24.4	13.3	6.4	19.5
	More than 40	9.3	--	--	5.5
Civil status	Married	55.8	18.4	18.9	39.6
	Single	44.2	81.6	81.1	60.4
Family members	Less than 5	91.3	60.8	40.4	75.5
	More than 5	8.7	39.2	59.6	24.5
Home town	Rural	73.3	90.4	44.2	72.1
	Semi Urban	15.8	1.4	36.5	16.0
	Urban	10.9	8.2	19.2	11.8
Education	Primary	3.4	--	3.9	2.7
	Junior High	70.1	20.8	11.8	47.5
	High	21.3	48.1	62.7	35.1
	College/University	5.2	31.2	21.6	14.8
Japanese language	Good	0.7	15.1	--	2.2
	Fair	35.3	84.9	61.2	44.1
	Poor	64.0	--	38.8	53.7
Average per capita income level	Less than \$2 per day, %	35.0	95.0	96.0	
	Less than \$.5 per day, %	37.0	2.5	2.0	
	More than \$5 per day, %	28.0	2.5	2.0	

Table 2: Work Experience of Trainees before Arriving in Japan (Percentage)

			China	Vietnam	Cambodia
Work Experience in Home Country	Experience	Yes	90.8	67.2	90.0
		No	9.2	32.8	10.0
	Average work experience (Months)		51.0	27.0	17.0
	Type of organization	Government	3.0	4.4	9.5
		Private	87.0	85.0	61.9
		NGO	3.0	4.2	9.5
		Self	7.0	6.4	19.1
	Type of work	Permanent	33.3	78.6	29.4
		Temporary/Casual	66.7	21.4	70.6
Work Experience in other Countries	Experience	Yes	12.9	7.4	58.3
		No	87.1	92.6	41.7
	Average work experience (Months)		NA	37	33
	Type of organization	Government	11.5	0.0	0.0
		Private	69.2	100.0	100.0
		NGO	3.8	0.0	0.0
		Self	15.4	0.0	0.0
	Type of work	permeant	32.0	100.0	50.0
		Temporary/Casual	68.0	0.0	50.0
Field of Work	Agriculture		3.1	3.2	21.4
	Fishery		1.9	1.6	7.1
	Food manufacturing		13.8	6.5	3.6
	Textile		55.0	62.9	17.9
	Machinery and metal		3.8	1.6	46.4
	Construction		0.0	0.0	3.6
	Other		22.5	24.2	0.0

Table 3: Language and other Training Received in Home Country before Arriving in Japan, Percentage

		China	Vietnam	Cambodia
Japanese language training before coming to Japan	Yes	89.7	100	100
	No	10.3	0.0	0.0
Duration of Japanese language training before coming to Japan	Months	3	5	4
Do you think that you got sufficient knowledge on Japanese language during the training program	Yes	46.9	67.1	49.0
	No	53.1	32.9	51.0
Do you think that you got sufficient knowledge about Japan? (Culture, rules, regulations, climate, food, etc.)	Yes	63.6	98.7	82.4
	No	36.4	1.3	17.6

Table 4: Awareness about the Japanese TITP, Percentage				
		China	Vietnam	Other
Recommended by family/friends at home		28.8	10.4	38.9
Recommended by sending organization at home		20.3	2.6	14.8
Japan is my favorite country		23.2	48.1	33.3
My Japanese language ability		18.1	50.6	13.0
To learn Japanese technology		28.8	58.4	35.2
To work in a foreign country		10.2	19.5	16.7
To earn money and help my family		66.7	83.1	40.7
To commence business at home		24.3	40.3	31.5
Your knowledge on the technical intern trainees program before arriving in japan	Didn't know anything	14.9	0.0	8.2
	Knew a little	82.0	80.6	69.4
	Knew well	3.1	19.4	22.4

Table 5: Trainees' Opinions on the Short-Term Training Program After Arriving in Japan (Percentage)				
		China	Vietnam	Other
Opinions on short-term training program	Very useful	8.1	42.9	16.3
	Useful	56.5	55.8	67.3
	Somewhat useful	0	0	0
	A little	30.4	1.3	8.2
	Not useful at all	5.0	0	8.2
Necessity of the training program	Yes	92.4	89.0	88.9
	No	7.6	11.0	1.9
If YES, what are the main reasons	To get used to Japanese life	71.8	59.7	33.3
	To Understand Japanese language	34.5	41.6	51.9
	To learn Japanese law, security & safety	49.2	71.0	48.1
	To get living expenses without working	1.7	99.8	20.4
If NOT, what are the main reasons	To get wage soon	3.4	11.7	100
	Difficult to understand without interpreter	7.9	1.3	1.9
	Wage received to cover the living expenses is very low	4	100	1.9
	Must get this training at home	2.8	13.0	100

Table 6: Information on the Accepting Firms and Trainees' Opinions on their Training Program in Japan (Percentage)

		China	Vietnam	Other
Type of accepting firm	Family management (Less than 10 employees)	10.2	1.4	7.0
	Small scale (Less than 50 employees)	31.7	10.0	34.9
	Medium scale (50-100 employees)	17.4	45.7	7.0
	Large scale (More than 100 employees)	40.7	42.9	51.2
Field of technical training program	Agriculture	5.4	0	2.2
	Fishery	6.5	5.3	0
	Food manufacturing	17.9	12.0	13.0
	Textile	44.0	70.7	19.6
	Machinery and metal	0.6	0	65.2
	Construction	0.6	0	0
	Other	25.0	12.0	0
Time spent per day for the training (including overtime work)	8 hours	32.7	60.5	60.0
	8-10 hours	62.4	38.2	38.0
	More than 10 hours	4.8	1.3	2.0
Level of technology learned during the training program	Applied level	10.0	62.9	74.0
	Ordinary level	41.2	28.6	26
	Simple level	48.8	8.6	0
Helpfulness of the technology	Very useful	4.8	29.3	16.3
	Useful	36.9	64.0	40.8
	Somewhat useful	44.0	5.3	26.5
	A little	10.7	1.3	16.3
	Not useful at all	3.6	0	0

Table 7: Knowledge and Skills Gained from the TITP (Percentage)

	China		Vietnam		Cambodia		Total	
	Highly Improved	Little Improved	Highly Improved	Little Improved	Highly Improved	Little Improved	Highly Improved	Little Improved
Technical knowledge	44	56	38	62	72	28	47	53
Technical skills	25	75	65	35	98	2	51	49
Management skills	9	91	2	98	57	43	17	83
Professional knowledge	26	74	75	25	87	13	52	48
Ability to use computers	14	86	5	95	13	88	11	89
Team work	50	50	67	33	96	4	63	37
Confidence on the work field	37	63	75	25	91	9	58	42
Future planning	39	61	29	71	95	5	47	53
Risk taking	31	69	49	51	71	29	44	56
Quality of the work	57	43	82	18	98	2	71	29
Commitment to work	60	40	80	20	95	5	72	28
Adaptability to the workplace	35	65	64	36	95	5	55	45

Technical and Management Knowledge and skills gained from the TITP

Technical knowledge and skills

- Mixed opinion: ½ believe they were highly improved, others (mainly Chinese) believe they were not
 - Initial technical endowments of the home country
 - Type of selective work: routine jobs, perhaps in 3K works

Management knowledge and skills

- Mixed opinion: Majority (mainly Chinese and Vietnamese) are not satisfied
- Areas improved:
 - 'team work', 'confidence in the work field', 'adaptability to the workplace', 'quality of work' and 'commitment to work'
- Area not improved:
 - 'Computer skills': not required for their work/ language difficulty
 - 'Future planning' and 'risk taking': not involved decision making

Table 8: Contribution of TITP to Improvement of Social Values, Personality and Work Ethics

Social values, Quality of life and Work ethics	China		Vietnam		Others		Total	
	Highly improved	Little Improved	Highly improved	Little Improved	Highly improved	Little Improved	Highly improved	Little Improved
Stick to the value and norms of the workplace	93	7	56	44	98	2	84	16
Setting goals	93	8	61	39	95	5	84	16
Self confidence	92	8	70	30	98	2	87	13
Honesty	89	12	91	9	98	2	91	9
Hard working	93	8	84	16	98	2	91	9
Obey rules and regulations	93	7	88	12	100	0	93	7
Respect others in the society	92	8	85	15	98	2	91	9
Loyalty towards work	92	8	83	17	100	0	91	9
Desire to save and invest	83	17	63	38	91	9	78	22
Determination to finish work perfectly	92	8	75	25	100	0	89	11
Time bound	90	10	85	16	100	0	90	10
Creativity	78	22	42	58	95	5	70	30
Social networks	88	12	49	51	84	16	76	24
Taking reasonable risks	90	10	34	66	88	12	73	27
Responsibility and accountability in the workplace	94	6	68	32	98	2	87	13

Improvement of Social Values, Personality and Work Ethics

- The majority of respondents (70% to 91%) indicated that TITP was **very useful**
- **High ranks:**
 - ‘obey rules and regulations’, ‘honesty’, ‘hard working’, ‘respect others in the society’, ‘loyalty towards work’, and ‘punctuality’.
- **Lower ranks**
 - ‘creativity’, ‘taking responsible risks’, ‘social network’, and ‘desire to save and invest’: related to the routine nature of the selective works
- TITs **improve** their **social values** and work ethics, much more than technical and management knowledge and skills.
- Unlike technical and management knowledge and skills, there was no much variation among the TITs’ country of origin (home country)

	China		Vietnam		Others		Total	
	Good to Excellent	Fair to Poor	Good to Excellent	Fair to Poor	Good to Excellent	Fair to Poor	Good to Excellent	Fair to Poor
Attitude towards trained firms and Japanese society								
Japanese culture	3	6	6	3	3	6	4	5
Friendly environment	79	21	93	7	50	51	79	22
Polite behavior of the society	86	13	97	3	65	35	86	14
Kindness of the people	70	30	93	7	56	46	75	26
Help from the regional community	49	51	41	58	62	39	49	52
Indiscriminate attitude of the society	49	51	75	25	27	73	53	47
Help of the Japanese colleague/boss	68	32	95	5	61	39	75	26
Practicability of the training program	57	43	74	25	63	37	63	37
Holistic training and moral support	50	49	52	48	66	34	54	46
Flexibility of technology transfer	49	50	55	45	56	44	53	48
Facilities	61	39	84	16	70	31	70	31
Freedom	50	51	84	16	65	36	63	38
Independence at work	69	31	81	19	43	56	68	32
Respect social values	59	40	61	39	57	43	60	40
Human relationship	73	27	84	16	63	38	75	26
Support of the Japanese employer even after return to home country	62	38	49	51	56	45	57	43

Attitude towards host organization and Japanese society

- **Long term relationships** with overseas companies require TITs to develop a favorable attitude towards the host enterprises and Japanese society
- Except for one feature, **>1/2 have a good to excellent attitude towards host company and Japan**
- **Excellent or good (70% or more):**
 - 'Polite behavior of the society', 'Friendly environment', 'Kindness of the people', 'Human relationship', and 'Facilities' in Japan.
- **Mixed feelings**
 - Help from the regional community: Limited time to interact because of work
 - Flexibility of technology transfer: related to nature of selective work
 - Holistic training and moral support: related to nature of selective work
- Most of the respondents have **positive attitude towards almost all the socio-cultural** features of their host organizations and Japanese society, irrespective of their country of origin

	China			Vietnam			Others			Total		
Major problems faced by trainees	NP	LP	BP	NP	LP	BP	NP	LP	BP	NP	LP	BP
Language difficulty	3	67	30	1	79	20	0	41	59	2	65	33
Japanese Culture	2	6	1	3	6	6	2	4	2	2	6	1
Cooking & foods preparation	56	36	9	86	13	1	43	36	21	62	29	9
Japanese housing facilities	64	30	6	90	10	0	33	44	22	66	27	7
Cost of living	53	37	10	49	44	7	4	51	45	43	42	16
Japanese weather	65	25	9	50	42	8	13	36	51	51	32	17
Strict regulations of the Japanese Government	62	25	13	73	26	2	26	57	17	58	31	10
Unavailability of religious facilities	48	37	15	71	29	0	45	34	20	54	34	12
Work description, learning level	47	36	17	79	21	0	47	37	16	56	32	12
Counseling service	0	0	100	66	34	0	13	0	87	17	8	75
Absence of generalized assessment system	41	41	18	74	26	0	47	49	5	52	38	10
Strict company regulation	49	46	5	83	17	0	55	43	2	61	36	3
Bureaucratic administrative system	33	53	14	86	14	0	39	51	10	51	40	9

Table 11: Major problems faced in day-to-day life

	China		Vietnam		Others		Total	
	Yes	No	Yes	No	Yes	No	Yes	No
Do you have any problems in your daily life?	92	8	94	6	89	11	92	8
If yes, what are they								
Language		40		48		46		43
Depreciation of Japanese yen		74		84		70		76
Human relationships		6		4		9		6
Other		12		3		0		8

Problems faced during the Training in Japan

- Language: The biggest problem (98% identified it as either a little or a big problem)
- Other problems (identified by more than 45%)
 - 'Cost of living', 'Japanese weather', 'Bureaucratic administrative system', 'Absence of generalized assessment system', and 'Unavailability of religious facilities'
 - have also been identified as at least a little problem by a significant number of trainees. It is interesting to note that for most of the Vietnamese trainees, have not recognized most of these areas as major problems.
- Least problematic areas
 - 'Japanese housing facilities', 'Cooking & Foods preparation', and 'Strict company regulation'
- Problems during their day-to-day life
- 92% of the respondents have identified at least one problem
 - Weakening of yen (76%):
 - Japanese yen dropped to from 79 to 121 yen per US dollar during the three year period from 2012 to 2015 (53%).
 - 'To earn money and help my family', as identified by 67% of Chinese and 83% of Vietnamese, is the major objective why they choose TITP in Japan.
 - Japanese language (43%)

Table 12: The Level of Satisfaction with the Living Allowance/ Wage												
	China			Vietnam			Others			Total		
	S	A	D	S	A	D	S	A	D	S	A	D
Percentage TITs	17	66	17	70	30	0	52	44	4	37	53	10

S - Satisfied; A – Average; D – Dissatisfied

Table 13: Willingness to continue if the duration of the training program increases from 3 years to 5 years				
Duration	China	Vietnam	Others	Total
Three-years is sufficient	60.5	19.5	89.6	54
I want to stay more in Japan	39.5	80.5	10.4	46

Table 14: Destination for work in the next opportunity				
	China	Vietnam	Others	Total
Japan	17.0	78.9	66.0	42.1
Korea	35.8	14.5	30.0	29.1
Taiwan	4.4	.0	.0	2.5
Singapore	17.0	1.3	2.0	10.2
Hong Kong	6.9	.0	.0	3.9
Malaysia	3.8	.0	.0	2.1
Middle East	3.1	.0	2.0	2.1
Other	11.9	5.3	.0	8.1

Level of satisfaction with income and Future expectations

- Income: living allowance (salary), other allowances, and deductions (for Insurance, Tax, Room rent, Gas, Electricity, and Water)
- **Income received:**
 - **Satisfied (37%):** Vietnamese, Filipinos, Cambodians, and Indonesians
 - **Average (53%):** Chinese (>10% wage growth from 2010)
- Average income JPY 175,000 per month
 - Cambodia: JPY 14,000 and China: JPY 53,000
- **Duration of the training program**
 - **54% - three years is sufficient** - Filipinos, Cambodians, Indonesians, and Chinese
 - **46% - not enough** - Vietnamese
- Destination if they get another opportunity
 - **42% - Japan** (Vietnamese, followed by Cambodians, Filipinos, and Indonesians)
 - 30% - South Korea (Chinese)
 - 10% - Singapore

Concluding Remarks

- Favourable contribution to workforce development
- Need to make link between trainees and people in the region
- Need a clear definition to this programme → Trainees or workers
- Use this opportunity to create bridge with Asia
- Open this programme for the society
- Limitation of the study

Thank You