

Implications of Specified Skilled Workers Visa on Japan's Health Sector Labor Market Equilibrium

Fitri Adi Setyorini*¹, RR. Zahroh Hayati Azizah²

¹Universitas Jenderal Soedirman, Indonesia

³Universitas Pertahanan, Indonesia

Email: ¹fitri.adi@unsoed.ac.id*, ³ Rrazizah14@gmail.com



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* Corresponding Author



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Abstract. The Japanese government introduced the specified skilled worker visa in response to the increasing labor crisis, especially in the health sector. This study uses a quantitative approach to analyze the implications of implementing the specified skilled worker's visa on the labor market balance in the Japanese health sector. The data for this study consists of secondary data obtained from official government reports, scientific publications, and statistics of foreign workers working in the health sector. The data collection technique uses document analysis of these sources. The analytical methods used include descriptive statistical analysis to describe labor trends and inferential analysis to test the hypothesis of the impact of the specified skilled worker's policy on the labor market balance. The results show that the specified skilled worker's visa has successfully reduced the health sector's labor shortage. Still, it also poses new challenges, such as the need for further training and cultural adaptation. In addition, this study shows that although the specified skilled worker's visa provides a short-term solution to the labor crisis, the program's sustainability requires more comprehensive supporting policies. This study contributes to the existing literature by highlighting the importance of integrating foreign workers through continuous training policies and cultural adaptation programs to ensure long-term productivity and labor market balance in the Japanese health sector.

Keywords: Japan Healthcare Sector, Labor Market Balance, Specified Skilled Workers Visa.

Abstrak. Visa specified skilled workers diperkenalkan oleh pemerintah Jepang sebagai respons terhadap krisis tenaga kerja yang meningkat, terutama di sektor kesehatan. Penelitian ini bertujuan untuk menganalisis implikasi penerapan visa specified skilled workers terhadap keseimbangan pasar tenaga kerja di sektor kesehatan Jepang, dengan pendekatan kuantitatif. Data penelitian ini terdiri dari data sekunder yang diperoleh dari laporan resmi pemerintah, publikasi ilmiah, serta statistik tenaga kerja asing yang bekerja di sektor kesehatan. Teknik pengumpulan data menggunakan analisis dokumen terhadap sumber-sumber yang ada. Metode analisis yang digunakan mencakup analisis statistik deskriptif untuk menggambarkan tren tenaga kerja dan analisis inferensial untuk menguji hipotesis dampak kebijakan visa specified skilled workers terhadap keseimbangan pasar tenaga kerja Jepang. Hasil penelitian menunjukkan bahwa visa specified skilled workers berhasil mengurangi kekurangan tenaga kerja di sektor kesehatan, namun juga menimbulkan tantangan baru seperti kebutuhan pelatihan lanjutan dan adaptasi budaya. Selain itu, penelitian ini menunjukkan bahwa meskipun visa specified skilled workers memberikan solusi jangka pendek untuk krisis tenaga kerja, keberlanjutan program memerlukan kebijakan pendukung yang lebih menyeluruh. Penelitian ini memberikan kontribusi pada literatur yang ada dengan menyoroti pentingnya integrasi pekerja asing melalui kebijakan pelatihan berkelanjutan dan program adaptasi budaya, guna memastikan produktivitas dan keseimbangan pasar tenaga kerja jangka panjang di sektor kesehatan Jepang.

Kata Kunci: Keseimbangan Pasar Tenaga Kerja Asing, Sektor kesehatan Jepang, Visa Specified Skilled Workers.

1. INTRODUCTION

The birth and death rates greatly influence the population of a country. Over the past few decades, developing countries such as Indonesia have faced a population explosion caused by increasing cases of early marriage, premarital pregnancies, and other factors. In contrast, developed countries face a different challenge, namely the decline in birth rates every year, which causes the phenomenon of depopulation. This imbalance creates a unique demographic dynamic between developing and developed countries, each with its own set of challenges and socio-economic implications that need to be addressed.

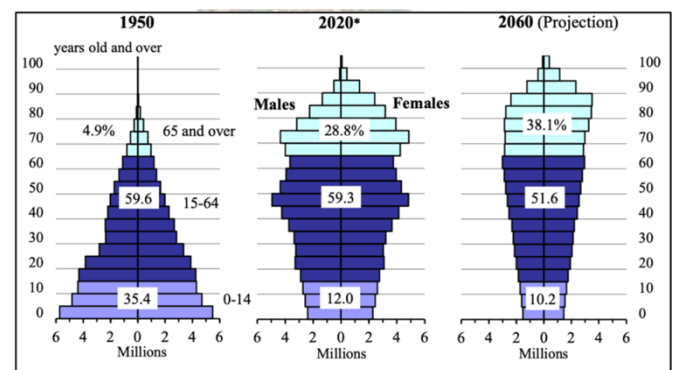
Japan has faced significant demographic challenges, with its population continuing to decline drastically. One of the main factors contributing to this decline is its very low birth rate. One of the factors contributing to the low birth rate is the changing lifestyles and priorities among the younger generation of Japan. Many young couples are delaying marriage and having children because they prefer to focus on their careers and financial stability before starting a family (Tsuya, 2017). The high cost of living, especially in big cities such as Tokyo and Osaka, is also a factor that makes many couples feel unable to raise children.

In addition, the lack of support for working parents, such as limited childcare services and inadequate maternity leave, further exacerbates the situation. Shifting social values also plays a significant role. The younger generation in Japan is becoming more individualistic and prefers to enjoy life without the burden of significant family responsibilities. Personal freedom and self-development are becoming priorities, leading to a shift away from traditional values that emphasize the importance of large families and many children.

According to data from Statistics Japan, the birth rate has been declining since the 1950s. Only about 4.9% of the Japanese population is aged 65 and over, while the majority of the population is in the productive age group at around 59.6%, and children account for about 35.4% of the total population. However, as we enter 2020, there has been a drastic shift in Japan's demographic structure.

The number of older adults has increased to 28.8%, while the productive age tends to be stable at around 59.3%. However, the percentage of children has decreased significantly to only 12% of the total population (Statistics Bureau of Japan, 2020). The prediction for 2060 shows a decreasing trend, with the number of older adults expected to jump to 38.1%, while the percentage of productive age is predicted to decrease to 51.6%, and children are expected to contribute only 10.2% of the total population. This provides a demographic picture of Japan experiencing a significant shift in the age structure of the population, with the elderly population continuing to increase. In contrast, the number of children continues to decrease (Suzuki, 2006).

Figure 1.1 Demographic Composition Chart of Japan



Source: (Statistics Bureau of Japan, 2020)

With life expectancy continuing to increase and birth rates declining, Japan is facing a unique phenomenon where its population pyramid is inverted. This means that the number of older adults far outnumbers the number of children or adults of working age. This reflects a dramatic change in Japan's demographic dynamics, with far-reaching implications for social, economic, and cultural policies.

The significant population decline in Japan is not only affecting the demographic structure but also has far-reaching implications for various aspects of life. First, the decline in population has had an impact on the Japanese economy. The smaller number of people in the workforce will put increased pressure on the pension and social welfare systems, creating difficulties for companies seeking workers. In addition, this demographic change is also

affecting Japan's infrastructure and public services. With an ageing population, demand for health and care services will increase, while demand for education and childcare services will decrease. This requires adjustments in the provision of public services and infrastructure, including a greater focus on health and elderly care facilities (Paschaline et al., 2023).

In addition, demographic changes are also affecting consumption trends and the labour market. With an ageing population, there will be an increased demand for products and services tailored to the needs of the elderly, such as health and personal care products (Nagy, 2015). In 2022, there will be only about 2.15 million caregivers assisting the elderly. The Japanese Ministry of Health, Labor and Welfare said that Japan will need about 570,000 additional healthcare workers by the fiscal year 2040 when the baby boomer generation will reach 65 years of age (NHK News, 2024). This reflects the complex challenges Japan faces in managing rapid demographic change, prompting the Japanese government to design a more open immigration policy to address the labour shortage.

In 2019, the Japanese government introduced the Specified Skilled Workers Visa in response to labour shortages in specific sectors that require specialized skills. This move is part of a broader effort to address the problem of population decline and the increasing need for labour amid continued economic growth. The Specified Skilled Workers Visa Program was designed with the aim of opening the door for foreign workers to work in Japan in specialized fields such as agriculture, construction, healthcare, elderly care, and manufacturing industries (Angeli, 2023).

However, this program has also raised various controversies and challenges that need to be addressed to ensure its long-term success. One of the main concerns is the potential exploitation of foreign workers. Workers who come through the Specified Skilled Workers Visa often face unfair working conditions, including long working hours, low wages, and minimal labour protection (Fauzan & Paramasatya, 2022).

The Specified Skilled Workers Visa Program is also feared to increase competition

with local workers. In some sectors, the arrival of foreign workers is considered a threat to employment opportunities and wage levels for local workers. The entry of competent foreign workers can affect the dynamics of the local labour market (Angusti, 2022). Several authors discuss the Specified Skilled Workers Visa, including Japan's Foreign Policy on Migrant Workers: Implementation Skilled Workers (SSW) Policy in Overcoming Labor Crisis by Febie Nur Arief Aeni (Aeni, 2023) and Immigration Easing or Restriction: A Consideration of Japan's Foreign-Worker Acceptance Policy by Toake Endoh (Endoh, 2021).

The controversy over the Specified Skilled Worker's Visa is the basis for the author to conduct this research. The majority of previous authors focused on analyzing the Specified Skilled Worker's Visa as a whole in all sectors and focused on the implementation process of the visa program. Meanwhile, the author conducted a more specific analysis of the real impact of the Specified Skilled Workers Visa program on the balance of the workforce in the Japanese health sector and provided recommendations that could help create fairer and more effective policies in the future.

2. FRAMEWORK

In order to analyze the research on the implications of the Specified Skilled Workers Visa on the balance of labor in the Japanese health sector, the author uses the theory of complex interdependence. The theory of complex interdependence is one of the theories in international relations developed by Robert Keohane and Joseph Nye in the 1970s. This theory emerged as a response to the dominant realist paradigm that emphasizes power competition and national interests. Keohane and Nye argue that the world is increasingly interdependent through a complex network of economic, political, and social interactions so military power is no longer the only tool to achieve national interests (Keohane & Nye, 2012).

Keohane and Nye introduced the concept of complex interdependence to explain how states and non-state actors are interrelated and influence each other in various dimensions. The theory of complex interdependence is based on several main

assumptions. First, there are several channels of interaction involving state and non-state actors, including multinational corporations, international organizations, civil society groups, and individuals (Baldwin, 1980). In the context of Japan's Specified Skilled Workers Visa policy, this theory is relevant because the policy involves interactions between the Japanese government, labor-sending country governments, health institutions, and individual workers. It shows how various actors play a role in facilitating skilled labor mobility to address labor shortages in Japan's health sector.

In complex interdependence theory, there is no fixed hierarchy among international issues; economic, social, and political issues are all important and interrelated. The Specified Skilled Workers Visa policy reflects this principle, as it not only impacts the economy (availability of health workers) but also has social (welfare and rights of foreign workers) and political (diplomatic relations between Japan and labor-sending countries) implications. This complexity requires a policy that takes into account the balance between Japan's economic needs and the protection of foreign workers' social rights. It shows how the various issues are interrelated and influence each other in a global context.

One important aspect of this theory is the diminishing role of military power in international relations, with more countries relying on diplomacy, economics, and international cooperation to achieve national goals. Japan relies on this policy to facilitate the inflow of skilled labor from other countries, reflecting a complex interdependence approach to addressing internal issues through international cooperation and diplomacy (Grieco, 2012). The implications of this visa policy can be seen from both economic and social perspectives. Economically, increasing the number of foreign health workers can help Japan address the shortage of labor in the health sector, improve the quality of health services, and stabilize the economy. In addition, remittances sent by foreign workers to their home countries can support the economies of sending countries, demonstrating the economic interdependence between Japan and labor-sending countries. From a social perspective, this policy should consider the social welfare of foreign workers, including their rights, working conditions, and social integration into Japanese society. Using the theory of Complex Interdependence, an analysis of the skilled worker visa policy can provide insight into

how various issues are interrelated in the context of immigration and labor policies and how non-military approaches and international cooperation can be used to address domestic challenges.

3. METHOD

This study employs a qualitative research approach using a case study design to examine the implications of the Specified Skilled Worker (SSW) Visa policy on labor market equilibrium in Japan's healthcare sector. The case study approach was selected because it enables an in-depth exploration of a contemporary policy issue within its real-world context, particularly in understanding how Japan's immigration policy responds to labor shortages caused by demographic decline and population aging.

The study relies exclusively on secondary data obtained from various authoritative sources, including official reports published by the Japanese government, the Ministry of Health, Labour and Welfare (MHLW), the Immigration Services Agency of Japan, the Statistics Bureau of Japan, the Ministry of Economy, Trade and Industry (METI), reports from international organizations, and peer-reviewed scientific publications related to labor migration, demographic change, and healthcare workforce policies. These sources provide comprehensive information regarding the implementation of the SSW Visa policy and its implications for the healthcare labor market.

Data were collected through document analysis by systematically reviewing policy documents, statistical reports, government publications, academic journal articles, and other relevant literature. The collected documents were selected based on their relevance, credibility, and contribution to understanding the relationship between Japan's demographic challenges, labor shortages, and the implementation of the SSW Visa policy.

The data were analyzed using qualitative content analysis. This analytical technique involved identifying, categorizing, and interpreting key themes emerging from the collected documents, including labor shortages in the healthcare sector, foreign worker recruitment, policy implementation, labor market equilibrium, and challenges associated

with the integration of foreign healthcare workers. The findings from multiple data sources were compared through source triangulation to enhance the credibility and trustworthiness of the analysis. Furthermore, the interpretation of the findings was guided by the Complex Interdependence Theory proposed by Keohane and Nye, which provides a conceptual framework for understanding the interconnected roles of governments, international labor mobility, and healthcare institutions in addressing Japan's demographic and labor market challenges.

4. RESULT AND DISCUSSION

4.1 Specified Skilled Workers Visa Policy Review

By 2060, it is estimated that nearly 40% of Japan's population will be over 65 years old. This trend reflects Japan's move toward a rapidly aging society, with major implications for many sectors, especially healthcare. As the elderly population increases, Japan will face significant challenges in providing adequate healthcare services. The increasing prevalence of chronic diseases such as diabetes, cardiovascular disease, and dementia among the elderly will increase the demand for healthcare services. In addition, the long-term care system will be under greater pressure to meet the needs of this aging population (Butkiewicz, 2012).

In addition to the impact on healthcare, an aging population will also have a significant impact on Japan's economy. A decline in the productive workforce and rising healthcare costs will slow economic growth. The International Monetary Fund (IMF) predicts that an aging and shrinking population will put pressure on Japan's public finances, as age-related expenditures such as healthcare and pensions will increase while the tax base shrinks (Edmond & North, 2023). An aging demographic means that additional human resources will be needed to sustain economic growth and meet the needs of a growing industry. To address this issue, the Japanese government decided to introduce the Specified Skilled Workers Visa policy in 2019.

Before 2019, Japan had more limited visa programs for foreign workers, such as technical

visas and training visas. However, the Specified Skilled Workers Visa policy replaced most of these programs by providing greater access for foreign workers to obtain long-term residence permits as long as they meet the specified requirements (Ministry of Economy, Trade and Industry, 2024). The main objective of this policy is to fill the gap in the labor market that is difficult to fill by domestic workers, along with efforts to increase Japan's economic competitiveness at the global level.

The presence of foreign workers through the Specified Skilled Workers Visa policy in Japan is expected to provide significant economic and social benefits. Economically, this policy allows Japan to overcome the shortage of specialized workers in sectors that require high technical skills, such as health and elderly care. With greater access to foreign workers with these specialized skills, these sectors can continue to operate and grow without being hampered by the worsening domestic labor shortage due to an aging demographic (Chong & Ying, 2024). Socially, this policy can broaden perspectives and tolerance in Japanese society. With more interaction between locals and foreign workers, Japanese society can enrich its cultural and social diversity, which in turn can strengthen social ties and cross-cultural integration in the country. This is not only beneficial for foreign workers but also for building a more inclusive and open society in Japan (Thirlway, 2018).

The presence of foreign workers with specialized skills contributes significantly to the country's fiscal revenues. Tax revenues from the income of foreign workers can help support public services and infrastructure, which in turn benefits the entire Japanese society (Ministry of Finance Japan, 2023). Prospective workers who wish to obtain a Specified Skilled Worker visa must have specific skills or expertise that are in demand in a particular industry that is facing a labor shortage. The visa program covers key economic sectors such as healthcare, construction, manufacturing, hospitality, agriculture, and others. For example, the healthcare sector needs skilled medical personnel such as nurses and medical technicians to cope with the increasing number of older adults in Japan.

In order to qualify for a Specified Skilled Worker (SSW) visa in Japan, prospective workers must have a valid employment contract with a Japanese company that has been approved by the Ministry of Health, Labor, and Welfare of Japan. This contract must comply with standards set by the Japanese government to ensure legal protection and security for foreign workers. The contract includes details regarding the job position, salary, working hours, working conditions, and the rights and obligations of both parties. The approval process for this employment contract includes checking that the salary complies with local standards and social protection for workers and ensuring that the contract meets the applicable work ethics standards in Japan. This is done to prevent any violations of the law or exploitation of foreign workers. This process ensures that foreign workers can work in safe and fair conditions while living in Japan (Immigration Services Agency of Japan, 2024).

Prospective workers must also meet the relevant educational or work experience requirements according to the job requirements offered by the Japanese company. For example, for positions in the healthcare sector, prospective workers must have an educational background in medicine or nursing, as well as relevant work experience in medical practice or elderly care. The importance of relevant education or work experience aims to ensure that prospective workers have sufficient skills and knowledge to perform their jobs well and effectively in the work environment (Japan Care Worker Guide, 2024). By meeting these requirements, the Japanese government can ensure that foreign workers coming to Japan through the Specified Skilled Workers visa program can contribute positively to local industry and economic growth.

The Japanese government also carries out a comprehensive evaluation process for prospective foreign workers before approving a Specified Skilled Workers visa. This evaluation includes several critical aspects, such as the age, health, and criminal background of prospective workers. First, the age aspect is a consideration because the Japanese government wants to ensure that prospective workers have productivity that matches the demands of the job offered. Second, the health aspect is

important to ensure that foreign workers are able to carry out work tasks without experiencing significant health problems that could interfere with their performance in the workplace (Japan International Trainee & Skilled Worker Cooperation Organization, 2024).

Third, the government also conducts criminal background checks to ensure that prospective workers do not have a criminal record that could pose a social or security risk in Japan. This step is important to maintain public safety and build trust in the Specified Skilled Workers visa program implemented by the Japanese government. By conducting a thorough evaluation of these aspects, the Japanese government can ensure that foreign workers granted Specified Skilled Workers visas are individuals who have integrity and relevant skills and can make positive contributions to Japan's economic growth and strengthen the diversity of the workforce in various sectors (Japan International Trainee & Skilled Worker Cooperation Organization, 2024). Therefore, the Specified Skilled Work visa policy is not only about filling the workforce gap but also about building a foundation for sustainable economic growth, enhancing innovation, and expanding social opportunities for all citizens. By continuously optimizing this policy and addressing emerging challenges, Japan can harness the full potential of the presence of foreign workers who contribute positively to the country's development.

4.2 The Impact of Specified Skilled Workers Visa Policy on Japan's Health Care Labor Market Equilibrium

The Specified Skilled Worker Visa policy introduced by the Japanese government has had a significant impact on the country's demographic composition, particularly in addressing the challenges of an increasingly aging population. According to a recent report, around 28% of Japan's population is currently over the age of 65, with a low birth rate exacerbating the gap between the active and inactive labor force (Milly, 2020). By allowing relatively young and productive foreign workers through the Specified Skilled Work visa, Japan hopes to slow the decline in its labor force and improve its overall demographic balance.

y allowing relatively young and productive foreign workers through the Specified Skilled Work visa, Japan hopes to address two major demographic challenges it currently faces. First, Japan is facing a drastic decline in its productive labor force due to a rapidly aging population. As a country with one of the highest life expectancies in the world, Japan faces great pressure to provide enough labor to sustain economic growth and meet the needs of an aging society (Nikkei, 2021). Second, the low birth rate significantly exacerbates the gap between the active and inactive labor force in Japan. With fewer young people entering the labor market, the risk of economic dependence on an aging population is increasing. This could threaten the sustainability of the country's social welfare and financial systems if not balanced with the presence of sufficient productive workers to finance social services and support for those entering retirement age (Suzuki, 2006).

By introducing the Specified Skilled Work visa, Japan hopes to harness the potential of foreign workers to fill gaps in sectors that require specialized skills. One sector that is greatly affected is the healthcare sector. The presence of foreign workers with specialized skills is crucial in overcoming the shortage of medical personnel, especially in terms of elderly care. Japan, as one of the countries with the highest elderly population in the world, faces great pressure to provide adequate health services for its aging population. By expanding access to nurses and medical personnel from abroad, Japan can increase its healthcare capacity and improve the quality of life for residents who need specialized care (Ministry of Economy, Trade and Industry, 2024).

In addition, the specific skills visa policy in Japan not only aims to address the shortage of skilled labor but also has the potential to stimulate significant additional economic activity. One of the main impacts is through increased domestic consumption and investment in the local market. When foreign workers live and work in Japan, they not only contribute their specialized skills but also bring positive economic impacts more broadly. First, the presence of foreign workers with specialized skills increases demand for goods and services in Japan. As active consumers, they contribute to the growth of the retail sector, including food,

clothing, and other consumer goods. This not only increases sales of local retailers but also drives demand for a wider range of local products, strengthening the domestic economic ecosystem as a whole (Ministry of Finance Japan, 2023).

Second, the presence of foreign workers also encourages investment in infrastructure and services that support daily life. For example, the increasing demand for housing, healthcare, and education to meet the needs of foreign workers and their families creates new opportunities for property developers, healthcare providers, and educational institutions to develop and expand their businesses. In addition, foreign workers often bring valuable intellectual capital and experience from their home countries. This can foster innovative collaboration between Japanese and international companies, enhancing the innovation capacity and competitiveness of Japanese industries in the global market. Overall, these contributions not only impact the growth of sectors related to daily life but also strengthen Japan's position as a regional and global innovation hub (Ministry of Finance Japan, 2023).

However, to maximize the economic benefits of this special skills visa policy, continued efforts are needed to facilitate the social, cultural, and linguistic integration of foreign workers in Japan. Challenges related to the social and cultural integration of foreign workers remain an important issue. Although they bring economic benefits, cultural and linguistic differences can create obstacles in their adaptation to Japanese society (Ministry of Economy, Trade and Industry, 2024). By ensuring that they can participate fully in local social and economic life, Japan can maximize the economic potential of their presence without abandoning this important aspect of integration.

4.3 Challenges and Future Projections in Developing Specialized Skills Visa Policy

Addressing the challenge of matching the specific skills visa policy to the needs of the labor market in Japan is crucial. The policy is designed to balance the number of visas granted with the specific needs of industry sectors that require skilled labor, such as advanced technology and

manufacturing. According to a recent report by the Japan External Trade Organization (JETRO), the demand for skilled labor in the technology and manufacturing sectors continues to increase along with technological advances (Japan External Trade Organization, 2023). These sectors require specialized skills such as computer programming and precision engineering. To address the skills gap, the Japanese government has introduced more inclusive and flexible visa policies, including extending visa durations and simplifying the application process.

In addition, ensuring the social and cultural integration of specific skills visa holders in Japan is a critical challenge in developing current migration policies. Good integration not only ensures their success in the workplace but also their positive contribution to the local community. According to the Japan Institute for Labor Policy and Training (JILPT), understanding Japanese work culture, social norms, and language are critical factors influencing migrant workers' adaptation to the workplace and society at large. In this context, the Japanese government's inclusive approach in providing support for language learning and cultural training to holders of specific skills visas becomes increasingly important (Japan Institute for Labour Policy and Training, 2024) In addition, collaboration with local communities and social integration service providers can facilitate a smoother integration process and build bridges between foreign and local cultures in Japan.

The protection of labor rights for workers arriving on specific skills visas is a key focus of Japan's migration policy. The importance of ensuring that they are protected from exploitation and receive equal treatment with local workers reflects Japan's commitment to international standards on human rights and decent working conditions. According to a report by Amnesty International, some migrant workers in Japan, including those on specific skills visas, still face challenges related to long working hours, low wages, and poor working conditions due to the lack of adequate legal protection. Therefore, strengthening the supervision and enforcement system, including cooperation with non-governmental organizations and workers' associations, is key

to ensuring effective protection for migrant workers in Japan (International Comparative Legal Guides, 2024).

In addition, international collaboration in facilitating skilled labor mobility is an important strategy for Japan to strengthen its human resources and meet the needs of an increasingly global labor market. By building strong cooperation with partner countries, Japan can improve the efficiency of skills certification processes and visa administration for migrant workers. According to the International Organization for Migration (IOM), international cooperation in the recognition and harmonization of skills certification is a key step in facilitating labor mobility worldwide (Suzuki, 2006) Adopting uniform standards and standardized processes not only simplifies the process for prospective migrant workers but also reduces bureaucracy that can hinder efficient labor mobility.

5. CONCLUSION

In looking at the implications of the Specific Skills Visa policy for the balance of Japan's labor market, there are several key points to take away. First, the policy has had a positive impact by providing skilled human resources to support key industrial sectors such as technology, advanced manufacturing, and healthcare. This increased labor mobility has not only strengthened the production capacity and innovation in the Japanese economy but also addressed the labor shortage, which has long been a major concern. However, challenges remain in matching the number of visas to the needs of a rapidly changing labor market, as well as ensuring adequate protection for migrant workers from exploitation and discrimination. Second, the importance of social and cultural integration for Specific Skills Visa holders is key to long-term success.

Adopting a strategy of better education, training, and community support is an important step in ensuring that migrant workers can adapt well to the Japanese work environment and society. This approach not only strengthens the relationship between foreign and local cultures but also promotes greater social inclusion, which is essential for supporting the country's social and economic stability. Finally, to maintain the sustainability of the Specific Skills Visa policy, Japan needs to continue to develop flexibility in its migration policy, enhance international

collaboration for skills certification harmonization, and invest more in skills education and training for residents. In doing so, Japan can not only meet the needs of a diverse labor market more effectively but also build a solid foundation for inclusive and sustainable economic growth in the future.

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