

Conclusion: Toward Making Japan into “the Most Innovation-friendly Country in the World”

With a view to helping Japan become the Most Innovation-friendly Country in the World, this White Paper has elaborated on the environments which are desirable for maximizing the potential of Japanese human resources in science, technology and innovation from the following three viewpoints: 1) Increasing researchers' mobility; 2) The active participation of diverse human resources; and 3) Platform for co-creation.

As mentioned at the beginning of Part I, Japan's most significant resources are human resources, and the potential of these human resources should be maximized to open up new horizons for the future of this country. New knowledge is generated and disseminated every day, so it has become increasingly important to secure and utilize highly capable talent who can assess the value of diverse knowledge, integrate knowledge as needed, as well as generate new knowledge and value.

Against the backdrop of a dwindling population, Japan will inevitably find it difficult to increase the number of scientists specializing in science, technology and innovation in the years to come. Thus, it will be more important in the future to maximize the potential of human resources by reforming the systems and programs which foster the development of human resources.

Currently, students tend to hesitate when it comes to enrolling in doctoral programs. The number of female researchers and international scientists who play active roles has not increased substantially. If Japan fails to provide adequate systems and programs which ensure that diverse human resources aspire to pursue research, and that those efforts are rewarded, Japan's strength in science, technology and innovation will be undermined.

Japan also needs to create systems that help increase researchers' mobility and ensure that the right people are matched to the right jobs on the basis of performance evaluation. In this regard, it is necessary to create environments that allow our diverse human resources to maximize their potential. Scientists working together can gain inspiration from each other's knowledge, perspectives and ideas. Through the integration of this knowledge, perspectives and ideas, they can create new knowledge and value by bringing out the full potential of each individual. This should take place in environments that newly created systems and programs can provide.

In the creation of these systems, the organizations concerned; such as universities and public research institutions, research communities, and researchers, should take the initiative in re-examining and revising current systems. The national government will support their initiatives by providing the necessary environments. All parties concerned will discover what course of action is required as they consider holistically how they can maximize the potential of Japan's most significant resource, human resources, and move toward making Japan the Most Innovation-friendly Country in the World.

It is hoped that this White Paper will help to encourage the actions which are required to that end.