

Foreign Workers and Social policy

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The issues surrounding foreign workers are complicated and multifaceted. It was in 1989 that we last focused on this theme in the plenary session of this academic society. The economic and social circumstances in Japan have changed dramatically since then, so this plenary session will once again focus on the problems of foreign workers. The aims of the session will be to develop a historical overview, to approach the issue from various perspectives, and to discuss the future of social policy for foreign workers in Japan.

1 . International Labor Migration and Social Policy in Japan: Stocktaking and Prospect for realizing reforms

Yasushi IGUCHI (Kwansei Gakuin University)

The objective of this article is to explore international labor migration in Japan, especially from the perspective of social policymaking. We conduct a policy overview first, and then conduct analyses to reveal possibilities for reform.

First, the author verifies several key developments: a) Irrespective of the increased number of foreign permanent residents and growing initiatives for their social integration at the local level, the net inflow of highly skilled migrants has turned negative since the beginning of the 21st century; b) While enormous financial resources were devoted to emergency economic packages, including employment policy for foreigners, the policies had almost expired by the end of fiscal year 2014 without establishing an institutional infrastructure at the national level related to civil rights, enforcement of social security, compulsory education and Japanese language learning; c) Local communities of Latin Americans of Japanese descent have been gradually breaking down, while many NGOs supporting foreigners have ceased operations; d) The number of overstaying foreigners has been radically reduced, especially by strengthening crackdowns and allowing special permissions to stay; e) In the Government Program to Revitalize Japan, emergency measures to expand the scope and the length of the Technical Intern Traineeship Program in such sectors as construction, shipbuilding and care for the elderly have been enacted, while high labor turnover rates in such sectors have not been dealt with effectively.

Second, the author shows several results of theoretical and empirical analyses. 1) Mismatches will occur in the long term in local labor markets because of declining fertility and the outflow of young persons. The special focus is on low and middle skill jobs. 2) I show factors affecting growing inflows

and outflows of the highly skilled and the difficulty of assuring their career development. 3) I report on the feasibility of social integration policies not only for foreigners but also for Japanese in order to diffuse the understanding and effectiveness of social integration policy. 4) There are possible linkages for promoting economic integration and its social dimensions, including management of low-skilled labor and measures towards growing irregular migration. 5) There are obstacles to realizing migration policy from the long-term perspective of coping with structural problems in Japan's economy and society.

Finally, we will discuss realistic measures for creating effective communities of stakeholders of migration and social integration in East Asia, and seek for ways to reform Japan's migration policies.

## 2. Discussions on Fostering "Globally Competent Personnel" and Issues Associated with Accepting "Foreigners who are Eminently Skilled Personnel" in Japan—Global Talent Management in Japanese Multinational Corporations and Connections to International Students –

Takashi MORIYA (Ritsumeikan University)

In recent years, among Japanese universities and corporations, there has been an increase in initiatives and interest in education that has led to training “globally competent personnel” and acquiring/fostering/employing/retaining “foreigners who are eminently skilled personnel (especially international students).” As a result, within Japanese multinational corporations the new management method of “global talent management” has begun to attract great interest. The employment/acquisition/retention/placement/skill development of international students (who possess advanced talents) as “globally competent personnel” has been actively explored. In addition, the fostering of globally competent personnel has become a major educational concern at universities in Japan. Therefore, Japanese universities foster foreign students as globally competent personnel and as an “eminently skilled foreign workforce,” and it can be assumed that there is a system in which Japanese corporations utilize “global talent management” for globally competent personnel to turn said personnel into a source of strong competitiveness. This investigation is intended to clarify the current state of that system.

Specifically, this investigation elucidates the development of policies regarding globally competent personnel in Japan that differ from “globally competent talent” and “global leadership” in the West. It also elucidates the fact that discussions/policies evolved around specific Japanese points of view. Moreover, as well as discussing current states, problems, and issues found in job hunting/employment/job retention for international students, this investigation will present and analyze the actual state of implementation of “global talent management” that has recently developed among Japanese multinational corporations, while also conducting a comprehensive discussion regarding the distinctiveness of the Japanese brand of global talent management.

### 3. Social Security in Response to Trans-Border Relocation of Workers

Katsuaki MATSUMOTO (University of Nagasaki)

In light of the changing international economic environment and strengthening economic partnerships, the number of foreigners who will come to work in Japan, including those from East Asian countries, and the number of Japanese citizens who will work abroad are both expected to see further increase. To allow these workers and their families to live with peace of mind, it is essential that they receive proper social security.

However, the social security system in each country has been developed as a domestic system that reflects its respective conditions with no mutual consistency. Thus, it is quite possible that workers who migrate across borders will be confronted with various problems regarding social security once they have relocated. This not only presents complications for workers and their families, but there is also fear that it might become an inhibiting factor for the relocation of workers.

In Japan, many social security provisions have been made applicable to foreigners as a result of the ratification of the “Convention Relating to the Status of Refugees”. Also, while entering into social security agreements with other countries, Japan has allowed itself to eliminate cases of dual application and calculate the total insured period with regard to pensions. Nevertheless, these are still not sufficient to resolve the issue.

Thus, this paper will focus on workers who have relocated across borders, with reference to initiatives in Germany and the EU, where social security adjustments have been implemented between countries over many years. This paper will then explore specific measures required to solve social security problems that arise when workers relocate between Japan and other countries.

### 4. The background and issues regarding the reception of foreign residents by the city of Hamamatsu and the role of companies, universities and citizens

Shigehiro IKEGAMI (Shizuoka University of Art and Culture)

Hamamatsu is an industrial city in the western part of Shizuoka Prefecture in which a large number of foreign workers work in the manufacturing field of transport machinery. After the 1990 Immigration Control and Refugee Recognition Act reform, there was a sharp increase in the number of Brazilians of Japanese descent. At one point, they represented about 50% of all registered foreigners. However, after the abrupt changes in the employment situation brought by the Lehman Shock, the number of workers of Japanese descent diminished. Currently there is an increase in the number of technical intern trainees of Asian descent.

Although the number of Brazilians has decreased, it is widely-regarded that those who stayed in Japan have a clear intention of settling, which bring issues such as children's education and

participation in society. In recent years the number of Filipino families has also increased, and it is recognized that there is a need for alternative types of support.

Since the early 1990s, the city of Hamamatsu has advanced a policy of reception of foreign residents centred on foreign newcomers. From May 1999 to April 2007, during the administration of mayor Yasuyuki Kitawaki, the city took the lead among other public administrations in Japan. It promoted initiatives based on the reception policy formulated in the “Hamamatsu Global City Vision”, adopted in the fiscal year 2001, such as meetings regarding community co-living, meetings with foreign residents, study support projects for foreigners and the creation of a website offering daily life information in multiple languages, among others.

It also encouraged the cities with the largest population of Brazilian residents in Japan to form “The Committee for Localities with a Concentrated Foreigner Population”, influencing initiatives aimed at transmitting their position statement to the national government.

Under the mayor Yasutomo Suzuki, who assumed the municipal administration in May 2007, the city revised the “Hamamatsu Global City Vision” in the same year, and in 2012, adopted the “Hamamatsu Intercultural City Vision”. This vision has the European Union’s Intercultural cities programme as a reference, and emphasizes the point of view of making the cultural diversity act as a source of energy to the city.

In this report, I will present how these policies developed into the information service for foreign residents and initiatives in the educational sector, among others. I will also pay attention to the role of local agents, such as the Hamamatsu Foundation for International Communication and Exchange (HICE), NPOs, universities and others. Thereafter I will examine the issues and prospects of the reception of foreign residents in Hamamatsu city.