

Abstracts

Labor Law and Policy Issues on Foreign Workers in Japan

Chizuko Hayakawa (Iwate University)

This article analyzes law and policy on foreign workers, focusing on the relationship between immigration law and labor & employment laws. The policy on foreign workers contains two major missions, “selection” through immigration law and “integration” through labor and employment laws. These two missions need to be harmonized with each other. Based on an analysis of the U. S. labor certification programs, this paper suggests that Japan should establish a Japanese version of labor certification programs. On the other hand, based on an analysis of U. S. case law, the paper recommends that Japanese labor & employment laws should protect undocumented workers in principle while the courts should consider remedies so as not to encourage illegal work.

Impacts of International Migration on the Labor Market in Japan

Jiro Nakamura (Nihon University)

This paper examines the impacts of international migration on the Japanese labor market by using micro-data, such as population censuses, establishment and enterprise censuses and basic surveys on wage data. We focus on three key questions: First, does international migration have a negative effect on the wages of Japanese workers? Second, does the increasing inflow of international migration raise the outflow of Japanese workers? Third, does international migration affect the choice of technique? These questions are at the heart of the debate about immigration in many countries. However, we do not have enough evidence to discuss the impact of international migration on the labor market in Japan because of the lack of data showing the relationship between native workers and foreigners. In this study, we attempted to create a database that consistently shows the relationship between foreign workers and natives in the labor market. The results suggest that migrant inflows during the 1990s did not reduce wages or the demand for Japanese workers although there was a crowding-out effect on the outflow of native workers.

Why does Japan Treat Migrant Workers as Second-class Citizens? An Inquiry into the Nature and Causes of the Problem of Migrant Workers in Japan

Kiyoto Tanno (Tokyo Metropolitan University)

Since late 2008, the Japanese economy has suffered from the global depression caused by the financial crisis in the United States. Most Japanese industries, especially export-related sectors such as automobiles, electronics and industrial machinery, have been hit by the sudden economic change. Nonetheless, migrant workers from Latin America, who are descendants of Japanese emigrants called “Nikkei Jin”, are still coming to Japan in spite of the existence of unemployed Latino workers. This paper describes, firstly, why the labor demand for them still exists and how Japanese society treats them, and then points out the fact that the legal definition of migrant workers is a key factor, even though most Japanese people including academics do not understand the status of migrant workers and their families in the Japanese legal system.

Sport Activities and Promotion

Fumio Ohtake (Osaka University) and **Masaru Sasaki** (Osaka University)

This paper considers the effect of sport experience on promotion, using an original survey of employees from a selected Japanese automobile maker. Our findings are

that sport experience significantly raises the likelihood of promotion for high school graduates but not for college graduates. Another finding is that the promotion premium is higher for high school graduates who have engaged in team sports than those who have engaged in individual sports. High school graduates who cultivate cooperative spirit and competitiveness through sport experience give full rein to their strengths in specific assignments at this firm, which increases the promotion probability.