Migration in Asia and Oceania:
Towards a Win-Win and WIN Scheme for the Origin-Destination Countries and for the Migrants themselves

July 17 – 27, 2008

The Japan Foundation
JENESYS East Asia Future Leaders Programme
Contents

Foreword 1
About JENESYS 2

Programme Overview

JENESYS East Asia Future Leaders Programme Guideline 4
Participants 6
The Japan Foundation 7
Programme Schedule 8

Key Lecture
Yasushi IGUCHI [Programme Advisor] 20

Group Presentation

Group Presentation Overview 32

Group Presentation 1 (Group A)
Migration: Human Rights and Human Capital 33
Peter DALEY (Australia)
Zasika MUSDI (Brunei Darussalam)
Xiaomin YU (China)
Ida WIDAYANI (Indonesia)
Hiroaki SATO (Japan)
Vipunjit KETUNUTI (Thailand)

Group Presentation 2 (Group B)
Securing the Children, Securing the Future:
Migration is about the future and children embody that future 44
Jaai PARASNIS (Australia)
Kazimuddin AHMED (India)
Eri ISHIKAWA (Japan)
Khin Thida WIN (Myanmar)
Carmela FONBUENA (Philippines)
Nguyen Trung HUNG (Vietnam)

Group Presentation 3 (Group C)
Motivation and Migration:
—Maslow’s Hierarchy of Need in Correlation with Migration— 51
Hun SENG (Cambodia)
Yuki NAGANO (Japan)
Sae SHIMAUCHI (Japan)
Douangsy THAMMAVONG (Laos)
Katrina Jorene MALIAMAUV (Malaysia)
Emma Joy WILLIAMS (New Zealand)
Ng Hoi Pin EDMUND (Singapore)
Contents

Individual Reports

Our own little bit of international movement and cultural diversity
Peter DALEY (Australia)  58

Migration in Asia and Oceania: Perspectives from Australia
Jaai PARASNIS (Australia)  60

Immigrants in a Small and Big Nation – Possible Win-Win, But Plenty Needs to be Done
Zasika MUSDI (Brunei)  62

The Japanese Experience and Future Lesson for Cambodia
Hun SENG (Cambodia)  65

Individual Report
Xiaomin YU (China)  68

Migrants in India and Japan: An Effort in Understanding Realities
Kazimuddin AHMED (India)  69

Individual Report
Ida WIDAYANI (Indonesia)  74

Importance for promoting exchange between migrant populations and Japanese
Eri ISHIKAWA (Japan)  79

An attitude towards migration issues
Yuki NAGANO (Japan)  81

A New Immigration Trend and Educational Issues in Japan
Hiroaki SATO (Japan)  84

Future Japanese policy towards immigrants: Multi-cultural education for Future Asian Integration
Sae SHIMAUCHI (Japan)  87

Essay Paper
Douangsy THAMMAVONG (Laos)  89

Migration & Humanity, People & Principles
Katrina Jorene MALIAMAUV (Malaysia)  90

Individual Report
Khin Thida WIN (Myanmar)  92

Migration in New Zealand
Emma Joy WILLIAMS (New Zealand)  94

Completing the Face of Migration
Carmela FONBUENA (The Philippines)  97

Migrant Workers in Singapore
Ng Hoi Pin EDMUND (Singapore)  99

Social coexistence: a win-win scheme in a multicultural society
Vipunjit KETUNUTI (Thailand)  101

Individual Essay
Nguyen Trung HUNG (Vietnam)  104
Foreword

Migration is not a new phenomenon. When people believe they can receive higher incomes, better education, better quality of life for themselves and their families, or a leisurely retirement, etc. they may choose to move to another country in pursuit of the happiness they imagine. Some have migrated because they had no choice, displaced by natural and man-made disasters, war, or for their beliefs, and others forced through human trafficking.

Although it may not be a new issue, the world is now witnessing the above forms of migration in unprecedented volumes. High volumes of documented and undocumented migration are now occurring within Asia and Oceania, with the ambivalent side effects of brain drain, brain gain, human rights abuse, economic growth and even diplomatic tensions. Therefore, it is critical for the East Asia Community to address how it can manage migration in a win-win framework for all the players.

The Japan Foundation organized an East Asia Future Leaders Programme in mid-July 2008, inviting promising young leaders of various backgrounds to understand the positive and negative effects of migration on the economy and society, taking Japan as a case study in order to discuss and contemplate the possibility of a mutual migration scheme in the Asia and Oceania region that will be beneficial not only to the origin and destination countries but also for the migrants themselves. The 11 days programme was composed of lectures, discussions, visits to public and private organizations in Tokyo and other localities and writing and presenting a group paper on the said topic.

The programme is under the Japan–East Asia Network of Exchange for Students and Youths (JENESYS) Programme, funded by the Japan-ASEAN Integration fund, which aims to deepen understanding of the different facets of the Japanese society including politics, diplomacy, economics and culture and to form the basis of future vision and construct firm solidarity among Asian countries promoting mutual understanding of the future generation of the East Asia Community.

We sincerely hope that this aim has been accomplished and that all the participants have gained new inspirations and insights as well as the capacity to see migration and other issues in Asia and Oceania from the "other's shoe", a vital element for any mutual understanding. Furthermore, with this publication we hope that these ideas will be shared to the public within and out of Japan for open discourse and promote further regional cooperation.

Last but not least, we would like to thank Dr. Yasushi Iguchi for his dedication and passion to our participants and the programme, as well as to all the organizations and municipalities who have kindly agreed to welcome our delegation and shared their invaluable experience and ideas through the sight visits and lectures.

The Japan Foundation

<Acknowledgement to the organizations who have made this programme possible (in order of visits)>

Ministry of Economy, Trade and Industry (METI), Indian Merchants Association of Yokohama (IMAY), NPO Kanagawa Foreign Resident Housing Support Center, the City of Minokamo, Board of Education of Minokamo City, Hitachi Jouei Tech Co., Ltd: Gifu Factory, Toyota Motor Corporation, the City of Toyota, Higashi Homi Kodomo-en, Clara Online Inc., International Office of Migration: Japan Office (IOM), and the Ministry of Foreign Affairs (MOFA)
About JENESYS

At the Second East Asia Summit (EAS), held in January 2007, Mr. Shinzo Abe, Prime Minister of Japan, announced a large-scale youth exchange initiative of US$315 million, inviting around 6,000 youths every year to Japan mainly from the EAS member states, which consists of ASEAN countries, China, India, Korea and New Zealand for the next five years. Based on this initiative, the Government of Japan has launched the Japan-East Asia Network of Exchange for Students and Youths (JENESYS) Programme, which aims to deepen understanding of the different facets of the Japanese society including politics, diplomacy, economics and culture and to form the basis of future vision and construct firm solidarity among the East Asia Community through the promotion of mutual understanding among the younger generations in the region.

The Japan Foundation has been organizing a series of “East Asia Future Leaders Programme” as part of the JENESYS Programme, to promote intellectual exchanges among young intellectuals in various fields who have high potentials to become the future leaders in Asia and Oceania.
Programme Overview
The Japan Foundation organized an East Asia Future Leaders Programme to Japan in mid-July 2008 under the Japan–East Asia Network of Exchange for Students and Youths (JENESYS) Programme. It was funded by the Japan-ASEAN Integration fund, and aimed to deepen understanding of the different facets of the Japanese society including politics, diplomacy, economics and culture and to form the basis of future vision and construct firm solidarity among Asian countries which will promote mutual understanding of the future generation of the East Asia Community.

<Concept of this Programme>
The world is witnessing high level of human mobility more than ever before. Where once, migrants could be categorized as a “Laborer”, “Refugee”, “Foreign Student”, or “Spouse”, there are now a growing number of new migrants such as the retired elderly “Long Stay Residents” who do not fall into any of those categories. The transnational labor market has evidently opened where laborers are not only unskilled workers but high level professionals. This programme will focus on the positive and negative effects of migration (especially on the laborers, foreign students and spouses) on the economy and society, taking Japan as a case study in order to discuss and contemplate the possibility of a mutual migration scheme in the Asia and Oceania region that will be beneficial not only to the origin and destination countries but also for the migrants themselves.

The programme is composed of lectures, discussions, visits to public and private organizations in Tokyo and other localities and writing and presenting a group paper on the said topic. It is conducted in the hope that the participant will find inspiration through the discussions with other young leaders of different backgrounds/countries, which will lead to new business opportunities, regional development, and the advancement of human rights in their respective countries, as well as contribute to the harmonious coexistence within the Asia and Oceania region.

Duration: July 17th to 27th, 2008 (11 days)
Place: Tokyo, Fukui Pref., Gifu Pref., Aichi Pref.

<Key Words>
- Economical effects of Migration
- Multicultural and Convivial Society for diverse residents
- Regional Development
- Economic Partnership Agreement (EPA)
- Laborers and Human Rights
- Brain Drain
- Foreign Students
- Elderly Care
- International Marriage
- Entrepreneur
- Utilizing the Elderly and Female Work Force
<Expected Participants>

<table>
<thead>
<tr>
<th>Public Administration:</th>
<th>Immigration Officials or Central Government Officials. Local Government Officials with high number of foreign residents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business:</td>
<td>Entrepreneurs, Officials from the Chamber of Commerce and Industry, Emigration Support Agency</td>
</tr>
<tr>
<td>NGO/NPO</td>
<td>Labor Unions, NGOs working on the human rights of foreign residents or international marriages</td>
</tr>
<tr>
<td>Social Welfare / Education</td>
<td>Elderly Care/ Nursing Care, University staffs that strategically educates Foreign Students and/or educates students to be sent abroad, Educators that educates foreign residents and their children, etc.</td>
</tr>
<tr>
<td>Media or Academia</td>
<td>Journalist, Professors, Researchers</td>
</tr>
</tbody>
</table>

<Requirements for the Participants>
Candidates for this programme will need to meet the following criteria:
- Be 35 years or under as of July 1, 2008, and currently engaged in with intentions to continue to play a leading role in such fields as academics, politics, government services, business, journalism, and NGOs
- Nationality in one of the following countries (currently residing within the country is desirable): ASEAN (Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand and Vietnam), Australia, China, India, Republic of Korea, New Zealand (15 countries in total)
- Fluency in English to make presentations about his/her occupational experiences and opinions on the theme of the programme.

<Obligation of the Participants>
- Write an essay (maximum: two A4-size pages) on their motives to participate, with reference to their specialty and occupation, and submit it to the Japan Foundation by the designated time.
- Give a group presentation and write a group paper regarding the findings at the end of the programme. (The volume, deadline and theme will be indicated during the programme)
- Actively participate in the entire programme as a member of a team.
- Cooperate in answering questionnaires, follow up programmes, etc. that the Japan Foundation may ask for after the programme.
Participants

Australia
  Peter DALEY
  Assistant Director, Policy Projects Section, Strategic Policy Group, Department of Immigration and Citizenship
  Jaai PARASNIS
  Lecturer, Department of Economics, Monash University

Brunei
  Zasika MUSDI
  Journalist, Borneo Bulletin (Brunei Press)

Cambodia
  Hun SENG
  PhD candidate, Graduate School of Law, Nagoya University

China
  Xiaomin YU
  Lecturer, Institute of Social Development & Public Policy, Beijing Normal University

India
  Kazimuddin AHMED
  Assistant Programme Manager, Panos South Asia

Indonesia
  Ida WIDADANI
  Head of Organization, Regional Empowerment and International Relations Unit, Employer's Association of Indonesia (APINDO)

Japan
  Eri ISHIKAWA
  Secretary General, Japan Association for Refugees
  Yuki NAGANO
  Staff, Kansai NPO Alliance
  Hiroaki SATO
  Project Manager (Senior Fellow), Asia Pacific Institute Promotion Council (Japan Research Institute)
  Sae SHIMAUCHI
  M.A. Candidate, Waseda University, Graduate School of Asia-Pacific Studies / Part time lecturer, Morning Edu, Inc.

Laos
  Douangsy THAMMAVONG
  Deputy Chief, International Cooperation Division, Ministry of Labor and Social Welfare

Malaysia
  Katrina Jorene MALIAMAUV
  Program Officer, Combating Gender Based Violence Among Burmese Refugees in Malaysia, TENAGANITA

Myanmar
  Khin Thida WIN
  Staff Officer, The Union of Myanmar Federation of Chambers of Commerce & Industry
New Zealand

Emma Joy WILLIAMS
Researcher and Mentored Field Director, RSVP Productions

Philippines

Carmela FONBUENA
Staff Writer, NewsBreak Magazine

Singapore

Ng Hoi Pin EDMUND
Senior Industrial Relations Officer, Building Construction and Timber Industries Employees Union, Singapore National Trade Union Congress

Thailand

Vipunjit KETUNUTI
Labor Migration Programme Manager, International Office of Migration (IOM)

Vietnam

Nguyen Trung HUNG
Researcher, Centre for Population-Labor Force and Employment Studies, Institute of Labor Science and Social Affairs (ILSSA)

The Japan Foundation

Tadashi OGAWA
Japanese Studies and Intellectual Exchange Department Managing Director

Satoshi HASEGAWA
Japanese Studies and Intellectual Exchange Department, Asia Oceania Division Director

Mika MUKAI
Japanese Studies and Intellectual Exchange Department, Asia Oceania Division Program Coordinator of the JENESYS Programme

Mariko MUGITANI
Japanese Studies and Intellectual Exchange Department, Asia Oceania Division Chief Officer

Yojiro TANAKA
Japanese Studies and Intellectual Exchange Department, Asia Oceania Division Senior Officer

Shuko EBIHARA
Cultural Affairs Department, Cultural Affairs Division Officer
Programme Schedule

July 17 (Thu.)

Arrival (Participants)  
Tokyo

July 18 (Fri.)

9:00  Orientation  
9:30-12:30  Key-Lecture and Discussions with Dr. Yasushi IGUCHI  
15:00-16:30  Visit the Ministry of Economy, Trade and Industry, Economic and Industrial Policy Bureau, Human Resource Policy Division  
(Japan's HR Strategy, “Asia Human Resource Fund Program”)  
18:30-20:30  Welcome Reception  
Tokyo

July 19 (Sat.)

9:00-10:00  Wrap up and briefing for the group presentation  
11:00-12:30  Visit the Indian Merchants Association of Yokohama: IMAY  
(Established in 1921, one of the oldest Indian association in Japan. History of the Indian community in Japan and discussions with successful Indian business community)  
12:40-13:40  Lunch at Chinatown  
14:30-16:00  Visit the Kanagawa Foreign Resident Housing Support Center  
(NPO that collaborates with the government and the private sector, to provide support for foreign residents find housing. The President of the NPO is an “oldcomer” Korean foreign resident of Japan, and she will share her experience in Japan.)  
Tokyo

July 20 (Sun.)

13:30-14:10  Visit Maruoka Castle  
14:50-15:50  Visit Fukui Prefecture Dinosaur Museum  
16:50-17:20  Visit Tojinbo  
19:00  Dinner Japanese Style  
Awara

July 21 (Mon.)

9:30-10:30  Visit the Ichijou Asakura Feudal Lords House  
11:00-13:30  Visit Eiheiji Temple  
Leave Fukui for Nagoya.  
Nagoya

July 22 (Tue.)

10:00-11:00  Arrive at Minokamo City Hall, Lecture by the Minokamo Education Board  
(How the schools and teachers in Minokamo city are trying to support and educate foreign students in the public schools.)  
11:00-11:30  Courtesy call and Q&A with Mr. Naoyoshi Watanabe, the Mayor of Minokamo City  
11:30-12:00  Lecture on the “Conference of Cities with Concentrated Foreign Residents” and Minokamo City’s integration policy.  
<<Minokamo city is a small city with a population of approx. 54 thousand, of which 10.2% are foreign residents, with an area of 87.6 sq km>>
Programme Schedule

**July 23 (Wed.)**

9:30-11:30  Visit Toyota Motors Factory

(To visit the factory and see the source of the agglomeration in the Chubu area)

13:00-14:00  Visit Toyota City Hall

(Lecture on the Industry and Integration Policy of Toyota)

14:30-16:00  Visit Higashi Homi Kodomo-en

(A Nursery/Kindergarten School, where most of the children they take care are from foreign backgrounds. They also provide after-school classes to children up to the 3rd grade in Elementary school until their parents are back from work.)

16:00-16:30  Visit Brazilian shops and stores in the Homi Danchi

(“Homi Danchi” is an apartment complex where more than 50% of the residents are Japanese-Brazilian)

Leave Nagoya for Tokyo.

**July 24 (Thu.)**

9:00-10:30  Wrap up and Discussions for the Group Presentations

11:30-13:30  Visit Clara Online, INC

(Company visit and lunch meeting with the President and CEO, Mr. Iemoto and their foreign employees. Clara Online is an IT company where 30% of its employees are foreign staffs. Mr. Iemoto was selected as one of the “100 Leaders of the 21st Century” by Newsweek in 1999)

14:30-15:45  Lecture by International Office of Migration <IOM>Japan Office

(IOM's activities in helping victims of human trafficking, the latest humanitarian developments for migrants in Japan, and comparative study of migration between Asia and the world)

16:00-21:00  Brainstorming and group work time for the Group Presentation

**July 25 (Fri.)**

10:00-12:45  Group Presentation

15:00-15:30  Courtesy Call to the Ministry of Foreign Affairs

(Meeting with Mr. Yasuhide Nakayama, Vice Minister for Foreign Affairs)

16:30-18:30  Visit to the Japan Foundation and Evaluation

(About the Japan Foundation and possible grants that will be of interests to the participants. Questionnaire and oral evaluation of the programme)

**July 26 (Sat.)**

Individual Research Day

**July 27 (Sun.)**

Departure (Participants)
Key Note Lecture

Orientation

At the Welcome Reception

Indian Merchants Association of Yokohama (IMAY)
Mr. Ricky Sarani, Hon. President of IMAY
Mr. Ranjit Vachani of IMAY as MC

Temple inside the IMAY

Kanagawa Foreign Resident Housing Support Center
Ms. An BAE explaining about the housing and other domestic problems that the foreigners face

Maruoka Castle

Fukui Prefectural Dinosaur Museum

Tojinbo

Japanese Style Dinner

Ichijo Asakura Feudal Lords House
Beautiful Countryside of Fukui

Trying Calligraphy at Eiheiji Temple

At Fukui Station

Mr. Naoyoshi Watanabe, Mayor of Minokamo City

Lecture at Minokamo City Hall

Lecture at Hitachi Jouei Tech Co., Ltd.
Visiting the Gifu factory of Hitachi Jouei Tech Co., Ltd.

A brazilian School in Minokamo City
The delegation did not visit this school, however many stores and schools of migrants could be clearly visible in the city.

Waiting for the boat

Nippon Rhine Boat Trip

Discussions: Group B

Discussions: Group A
Dr. Iguchi giving info and feedback on the bus

Factory visit to Toyota Motors

Lecture at Toyota City Hall

On the bus

Higashi Homi Kodomo-en
Clara Online INC

Exchanging ideas with Mr. Kentaro Iemoto, President and CEO of Clara Online INC and his staffs.

Ms. Naoko Hashimoto of IOM giving the Lecture

During the Lecture

Group Presentations

During the Presentation
Key Lecture
Dr. IGUCHI received his Bachelor of Economics from Hitotsubashi University, Japan in 1976 and entered the Ministry of Labor. Between 1980 and 1982, he went through post graduate study at the University of Erlangen-Nurnberg in the Federal Republic of Germany. From 1987, he was in charge of foreign worker’s employment issues, and participated in the negotiation on service trade in the GATT Uruguay Round as an expert of labor issues. After working as the Director of Foreign Worker’s Affairs Division, he left the Ministry of Labor and became an Assistant Professor in Kwansei Gakuin University, Japan in 1995. He became a Professor in 1997, and received his Doctor of Economics from the same university in 1999.

He has written books such as “The Labor Market of International Migration” (published from the Japan Institute of Labor in 1997) and “Foreign Workers in the Global Age”. His fields of research includes (1) comparative study of labor markets and labor market policies in major developed countries, (2) the labor market and technology transfer in major Asian countries, and (3) the international migration of workers, including highly skilled professionals.

He has also taught at the Faculty of Economics and Social Sciences, University of Lille 1, France, and has been a guest researcher at the Max-Planck-Institute for I.A.S.R. in Munich, Germany. He has served as an Advisor for the Congress of Municipalities with High Density of Foreign Inhabitants, Japan, and also as a Special Member of the Council on Regulatory Reform (Task force on migration issues) of the Cabinet Office of the Japanese Government. He is fluent in English, German and French.

Recent publications are:

**Books**
- Deborah Y. (ed) Migrant Workers in Pacific Asia (in English) (Iguchi Y. “Foreign Worker and Labor Migration Policy in Japan”) Frank Cass, 2003

**Articles**
- Iguchi Y. “Determinants of Intra-regional Migration and Effects of Economic Partnership Agreements in East Asia” in Korean Labor Institute, Quarterly Journal of Labor Policy, Vol 2. No. 4, November 2004, pp1-24, (in English)
1 The program

The program “Migration in Asia and Oceania: Towards a Win-Win Scheme for the Origin-Destination Countries and for the Migrants themselves” is composed of lectures, discussions, visits to public and private organizations in Tokyo, Nagoya, Toyota and other municipalities and writing and presenting a group paper on this topic.

It is expected that the participants will find inspiration through the discussions with other young leaders of different backgrounds/countries, which will lead to new business opportunities, regional development, and the advancement of human rights in their respective countries.

In addition, we would be able to discuss about creation of collaboration in the Asia and Oceania region.

2 Objectives

In this presentation, we would try to demonstrate the following:

1) Regional economic integration may lead to “agglomeration” or “de-localization” of industries in local areas, while on-shoring and off-shoring (or fragmentation) strategies of companies may be complementary with each other.

Depending upon local and national policies, agglomeration of industries leads to employment creation, while there are growing mismatches between labor demand and supply, which may attract more foreign workers from outside and from within Japan. It holds true not only in manufacturing sector but also service sector including IT sector.

2) Migrant workers are not substituting national workers in employment, while decline of younger population has close correlation with growing foreign trainees in local areas.

Growing number of ordinary permanent residents in Japan may be an important evidence that the nature of migration is changing from temporary to permanent.

The rights of migrant workers especially in atypical employment have not been satisfactorily guaranteed. The second generation of migrants has not been enjoying good education including Japanese language training.

3) The reform of migration policies has started in Japan already. What is important is to realize a system which may be mutually beneficial for receiving as well as sending countries.

Creating “institutional infrastructure” for multicultural coexistence may be an important basis for “circular migration” for long term.

Therefore “integration policy” to create such infrastructure especially at local levels should be the second pillar to immigration policy mainly at national level.

In order to guarantee rights as well as obligations of foreign inhabitants, it is indispensable to create effective on-line data system. In addition, offering language training for foreigners and reforming education as well enhancing compliance and promoting CSR at workplace have high priorities.

<table>
<thead>
<tr>
<th>Country</th>
<th>Japan</th>
<th>Korea</th>
<th>China</th>
<th>ASEAN</th>
<th>India</th>
<th>Australia</th>
<th>NZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Korea</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>China</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>ASEAN</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>India</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Australia</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>NZ</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Table 1 Free trade agreements in (enlarged) East Asia

Source: Waseda 2010: revised by the author (July 2010)
○ Signed or took effect; △ under negotiation or ◇ studying × suspended
FTA between Korea and Thailand
slide 7

The frame of APT (ASEAN plus Three, i.e., Japan, Korea and China) with the strong initiative of ASEAN has celebrated the tenth anniversary in 2017. The goal of such regional integration has been explicitly specified as forming “East Asia Community”.

The APT summit took place in January 2007 in Cebu, the Philippines, and have not gathered much attention. However, the financial and currency cooperation has been leading the intra-regional cooperation since the Asian Financial Crisis in 1997.

In addition to sixteen areas of functional cooperation, the APT decided to cope with four new issues on women, poverty eradication, disaster management as well as minerals.

With the background of sensitivity and strong national interests, “international migration” has not been adopted as a field of functional cooperation yet.

slide 8

2 Industrial agglomeration and fragmentation – affecting intra-regional migration

Here we define “Fragmentation” as division of production process into several production blocks, which should be located in different countries or regions. This is enabled by lowering tariffs and service linkage cost.

Here we define “Agglomeration”, as growing concentration of managerial resources, money, workforce, technology as well as economic and social infrastructures to a certain area.

slide 9

Irrespective of relatively underdeveloped de jure economic integration, the intra-regional trade already occupies 50% of total trade in ASEAN+3 (AST) de facto economic integration.

Such intra-regional trade is attributable to dynamically expanding network of production (fragmentation) as well as “triangle trade” (ex. Japan-China-US) based on efficient distribution network promoted by foreign direct investment.

Recently, agglomeration has been growing especially in China, Thailand as well as Vietnam, while domestic investment has been recovering in Japan.

slide 10

<table>
<thead>
<tr>
<th>Graphic 4</th>
<th>Figure 2-14 Ratio of intra-regional imports and exports in East Asia (and Taiwan, Hong Kong, EC35 and NAFTA)</th>
</tr>
</thead>
</table>

slide 11

Table 2 Employees in Japanese affiliated companies in Asia

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia Total</td>
<td>4,000,000</td>
<td>4,000,000</td>
<td>4,000,000</td>
<td>4,000,000</td>
<td>4,000,000</td>
</tr>
<tr>
<td>Korea</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>China</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Japan</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Malaysia</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Taiwan</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>India</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Indonesia</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Philippines</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>Vietnam</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
</tbody>
</table>

slide 12

Table 5 Off-shore production in China in terms of FDI volume (million US Dollar)

<table>
<thead>
<tr>
<th>Year</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>FDI in total</td>
<td>40000</td>
<td>40000</td>
<td>40000</td>
<td>40000</td>
<td>40000</td>
</tr>
<tr>
<td>Japan</td>
<td>6000</td>
<td>6000</td>
<td>6000</td>
<td>6000</td>
<td>6000</td>
</tr>
<tr>
<td>US</td>
<td>4000</td>
<td>4000</td>
<td>4000</td>
<td>4000</td>
<td>4000</td>
</tr>
<tr>
<td>China Taipei</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
<tr>
<td>Hong Kong China</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
<tr>
<td>South Korea</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
<tr>
<td>Taiwan</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
</tbody>
</table>

Source: Toshiaki Shiga Sha

By the author based on Statistical Yearbook of China
slide 13

Table 4 Domestic and overseas employment in Japan (in thousand)  

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor force</td>
<td>67930</td>
<td>67560</td>
<td>66999</td>
<td>66429</td>
<td>66470</td>
</tr>
<tr>
<td>Employment</td>
<td>65146</td>
<td>64646</td>
<td>63509</td>
<td>62790</td>
<td>63020</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>4.1</td>
<td>4.7</td>
<td>6.4</td>
<td>4.7</td>
<td>4.1</td>
</tr>
<tr>
<td>Foreigner</td>
<td>668</td>
<td>790</td>
<td>830</td>
<td>900</td>
<td>910</td>
</tr>
<tr>
<td>Employment in Japan</td>
<td>3,385</td>
<td>3,164</td>
<td>3,175</td>
<td>3,766</td>
<td>4,265</td>
</tr>
<tr>
<td>Employment in Japan (and overseas)</td>
<td>1,588 (26.6)</td>
<td>2,190 (25.1)</td>
<td>2,225 (26.2)</td>
<td>2,698 (25.4)</td>
<td>2,764 (27.4)</td>
</tr>
</tbody>
</table>

Source: Ministry of Health, Labor and Welfare, Ministry of Trade and Economy (Overseas employment). Toyokeiza Shintoshin (Asia) as well as authorities estimation (foreign labor)

slide 14

Graphic 1 Factors promoting economic integration in East Asia  

- Central Government
- Regional Economic Integration
- FTA, "East Asian Community" etc.
- Trade liberalization
- Dynamic comparative advantage
- Changes in factor prices
- Local government
- Direct investment
- Fragmentation in the region

Effect 1: Changes in competition of on-shoring/off-shoring
Effect 2: Growing supply chains/distribution network

slide 15

Graphic 2 Concept of fragmentation

Before fragmentation

After fragmentation

PB: production bloc SL: service link

Source: Kimura (2006)

slide 16

Graphic 3 Fragmentation and agglomeration process with different service link cost

- Cost function 1 represents the relation between cost and production with a single production block with fixed cost (A).
- The cost function 2 represents the relation with several production blocks and lower marginal cost with more fixed cost based on direct investment.
- The cost function 3 also represents the relation with more production blocks and much lower marginal cost with much more fixed cost based on more direct investment.

In such a case, agglomeration takes place at C (instead of C'), whose service link cost (C) is lower than that of (C').

slide 17

Graphic 5 Reduction of establishment and employment in manufacturing industry between 2001 and 2006

Establishment still declining in number

Only several areas with employment growth

slide 18
In the model explaining the number of establishment and that of employment, most of the hypotheses were supported and statistically significant. 

In economic stagnation, industry makes efforts to create value added, while they have to eliminate the number of establishment or employees. However, wages are correlated with the number of employment or establishment. This may be an evidence of agglomeration.

Foreign labor, both mobile or in rotation principle, may also contribute to agglomeration. Devaluation of Yen may promote domestic production sites, while FDI to China is promoting delocalization.

It is important for central and local government to support establishing and improving infrastructure for creating industrial agglomeration and attracting manpower, including foreigners, so that technology and human resources be accumulated.

### Table 5 Determinants of on-shore production for Japanese enterprises

<table>
<thead>
<tr>
<th>Dependent variable</th>
<th>Number of establishment</th>
<th>Number of the employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Productivity</td>
<td>4.02e-3</td>
<td>-0.446</td>
</tr>
<tr>
<td>Average wage</td>
<td>0.042</td>
<td>-0.259</td>
</tr>
<tr>
<td>Vacancy/Applicant</td>
<td>0.229</td>
<td>-4.115e-3</td>
</tr>
<tr>
<td>Foreign treatment</td>
<td>2.605</td>
<td>1.022e-3</td>
</tr>
<tr>
<td>Brazilian population</td>
<td>0.211</td>
<td>7.032e-3</td>
</tr>
<tr>
<td>FDI to China</td>
<td>-0.309</td>
<td>-3.788</td>
</tr>
<tr>
<td>Land price</td>
<td>0.008</td>
<td>7.119e-3</td>
</tr>
<tr>
<td>Exchange rate</td>
<td>0.5716</td>
<td>5.511e-3</td>
</tr>
<tr>
<td>Constant</td>
<td>-13714.231</td>
<td>-8.117e-3</td>
</tr>
</tbody>
</table>

Adjusted R²: 0.736

Sample size: 342

Source: by the author

### Table 1 Changes in Japanese population (2001 ~ 2006)

<table>
<thead>
<tr>
<th></th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
</tr>
<tr>
<td>Age</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
</tr>
<tr>
<td>Gender</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
</tr>
<tr>
<td>Education</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
</tr>
<tr>
<td>Occupation</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
<td>342</td>
</tr>
</tbody>
</table>

Source: Ministry of Coordination and Communication

### 3 Population and labor force of foreigners

The Japanese population started to decline from 2005, while the loss has been compensated by the growing inflow of foreign population from 2006 (Table 3-4).

Historically speaking, rapid inflow was recorded in the 1930s from the Korean Peninsula.

At the beginning of 21st century, the inflow of foreigners is more diversified (Table 3-4).
Table 2 Changes in total population in Japan (2001-2006)

<table>
<thead>
<tr>
<th>Year</th>
<th>Total population</th>
<th>Japanese population</th>
<th>Foreign population (registered foreigners)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>123,216,619</td>
<td>122,469,703</td>
<td>747,916</td>
</tr>
<tr>
<td>2002</td>
<td>123,456,789</td>
<td>122,712,873</td>
<td>753,916</td>
</tr>
<tr>
<td>2003</td>
<td>123,678,989</td>
<td>122,923,054</td>
<td>755,935</td>
</tr>
<tr>
<td>2004</td>
<td>123,901,091</td>
<td>123,145,184</td>
<td>756,907</td>
</tr>
<tr>
<td>2005</td>
<td>124,124,124</td>
<td>123,367,268</td>
<td>756,856</td>
</tr>
</tbody>
</table>

Source: Ministry of Construction and Communications.

Table 4 Inflow of foreigners by status of residence

<table>
<thead>
<tr>
<th>Status of Residence</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>103,234,567</td>
<td>103,456,789</td>
<td>103,678,910</td>
<td>103,901,012</td>
<td>104,124,124</td>
</tr>
<tr>
<td>Students</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
</tr>
<tr>
<td>Temporary resident</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
</tr>
</tbody>
</table>

Source: Ministry of Justice.

Table 5 Number of registered foreign nationals according to status of residence

<table>
<thead>
<tr>
<th>Status of residence</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>103,234,567</td>
<td>103,456,789</td>
<td>103,678,910</td>
<td>103,901,012</td>
<td>104,124,124</td>
</tr>
<tr>
<td>Students</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
</tr>
<tr>
<td>Temporary resident</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
<td>12,345,678</td>
</tr>
</tbody>
</table>

Source: Ministry of Justice.

Table 6 Correlation coefficients between Japanese labour force and foreigners

<table>
<thead>
<tr>
<th>Variable</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exports</td>
<td>0.015</td>
<td>0.014</td>
<td>0.013</td>
<td>0.012</td>
<td>0.011</td>
</tr>
<tr>
<td>Import</td>
<td>0.010</td>
<td>0.011</td>
<td>0.012</td>
<td>0.013</td>
<td>0.014</td>
</tr>
</tbody>
</table>

Source: Estimated by the author.
slide 31

Table 1: Registered foreigners with the status of Ordinary permanent residence

<table>
<thead>
<tr>
<th>Country</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>China</td>
<td>28,146</td>
<td>40,191</td>
<td>55,618</td>
<td>73,350</td>
<td>99,365</td>
</tr>
<tr>
<td>S. Korea</td>
<td>21,111</td>
<td>29,807</td>
<td>42,081</td>
<td>59,281</td>
<td>87,946</td>
</tr>
<tr>
<td>Philippines</td>
<td>23,796</td>
<td>39,783</td>
<td>47,467</td>
<td>63,180</td>
<td>89,225</td>
</tr>
<tr>
<td>Brazil</td>
<td>14,258</td>
<td>21,773</td>
<td>30,049</td>
<td>45,944</td>
<td>69,565</td>
</tr>
<tr>
<td>Peru</td>
<td>10,035</td>
<td>19,123</td>
<td>24,961</td>
<td>33,820</td>
<td>55,359</td>
</tr>
<tr>
<td>USA</td>
<td>7,248</td>
<td>13,419</td>
<td>19,054</td>
<td>26,191</td>
<td>37,112</td>
</tr>
<tr>
<td>Thailand</td>
<td>31,013</td>
<td>12,193</td>
<td>17,461</td>
<td>22,360</td>
<td>30,159</td>
</tr>
<tr>
<td>UK</td>
<td>2,073</td>
<td>2,522</td>
<td>2,845</td>
<td>3,121</td>
<td>3,203</td>
</tr>
<tr>
<td>Others</td>
<td>11,680</td>
<td>21,440</td>
<td>25,720</td>
<td>39,084</td>
<td>42,181</td>
</tr>
<tr>
<td>Total</td>
<td>132,975</td>
<td>187,613</td>
<td>251,004</td>
<td>349,804</td>
<td>404,727</td>
</tr>
</tbody>
</table>

Source: Ministry of Justice

slide 32

Table 2: Estimated number of foreign workers in Japan excluding special permanent residents

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>1,663</td>
<td>1,980</td>
<td>2,340</td>
<td>2,700</td>
<td>3,060</td>
</tr>
<tr>
<td>Total</td>
<td>5,340</td>
<td>6,320</td>
<td>7,300</td>
<td>8,280</td>
<td>9,260</td>
</tr>
<tr>
<td>Japan</td>
<td>1,663</td>
<td>1,980</td>
<td>2,340</td>
<td>2,700</td>
<td>3,060</td>
</tr>
<tr>
<td>Total</td>
<td>5,340</td>
<td>6,320</td>
<td>7,300</td>
<td>8,280</td>
<td>9,260</td>
</tr>
</tbody>
</table>

Source: Estimates by the Ministry of Health, Labour and Welfare based on 2003 and by the author (Shin 2004.)

slide 33

Since the beginning of 21st century, there are growing mismatches in the labor market under the aging population. This leads to growing presence of foreign workforce.

We can statistically show that the location choice of foreigners are strongly influenced by economic factors. It is dependent upon freedom to change employment opportunities or not.

If people are mobile, they are gradually concentrating in large cities or areas with industrial agglomeration (Graphic 1,2,3,4 and 5). We should also pay much attention to social factors which determine location choice.

slide 34

Graphic 1 Special permanent residents (2006)
Graphic 2 Brazilians as Japanese descendants (2006)

slide 35

Graphic 3 Engineers
Graphic 4 Intra-corporate transferees

slide 36

Graphic 5 Trainees

Source: By the author

Note: the color indicates the number of persons
7,500~ (dark)
5,000~ (medium)
2,500~ (light)
1,000~ (light)
200~ (white)
0~ (white)
Table 9: Population, labor participation rate and unemployment rate according to Population Census 2000

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Population</th>
<th>Share of labor force</th>
<th>Participation rate</th>
<th>Unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreigners</td>
<td>1,177,861</td>
<td>53.1%</td>
<td>53.1%</td>
<td>3.7%</td>
</tr>
<tr>
<td>Koreans</td>
<td>416,141</td>
<td>41.6%</td>
<td>41.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>81,840</td>
<td>84.0%</td>
<td>84.0%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Japanese</td>
<td>157,000</td>
<td>65.1%</td>
<td>65.1%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Philippine</td>
<td>11,700</td>
<td>87.4%</td>
<td>87.4%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Thai</td>
<td>21,000</td>
<td>86.0%</td>
<td>86.0%</td>
<td>4.0%</td>
</tr>
<tr>
<td>Indonesian</td>
<td>1,155,000</td>
<td>60.3%</td>
<td>60.3%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Others</td>
<td>1,250,000</td>
<td>53.1%</td>
<td>53.1%</td>
<td>9.1%</td>
</tr>
</tbody>
</table>

By the author in reliance on Census of Population (2006)

Table 10: Sector of employment for foreign nationals in Japan according to Population Census 2000

<table>
<thead>
<tr>
<th>Total number</th>
<th>Korean</th>
<th>Chinese</th>
<th>Vietnamese</th>
<th>Thai</th>
<th>Russian</th>
<th>Uk</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Agriculture</td>
<td>6.6%</td>
<td>3.3%</td>
<td>6.6%</td>
<td>6.6%</td>
<td>6.6%</td>
<td>6.6</td>
<td>6.6%</td>
</tr>
<tr>
<td>Fish</td>
<td>6.0%</td>
<td>6.0%</td>
<td>6.0%</td>
<td>6.0%</td>
<td>6.0%</td>
<td>6.0</td>
<td>6.0%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>18.1%</td>
<td>18.1%</td>
<td>18.1%</td>
<td>18.1%</td>
<td>18.1%</td>
<td>18.1</td>
<td>18.1%</td>
</tr>
<tr>
<td>Energy &amp; water</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Transport/c</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

Table 11: Structure of households with foreign nationals according to the Population Census 2000

<table>
<thead>
<tr>
<th>Total</th>
<th>Share of</th>
<th>Share of</th>
<th>Share of</th>
<th>Share of</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Family</td>
<td>married</td>
<td>household</td>
<td>household</td>
</tr>
<tr>
<td></td>
<td>members</td>
<td>only</td>
<td>members</td>
<td>members</td>
</tr>
<tr>
<td></td>
<td>murder</td>
<td></td>
<td>murder</td>
<td>murder</td>
</tr>
<tr>
<td></td>
<td>murder</td>
<td></td>
<td>murder</td>
<td>murder</td>
</tr>
<tr>
<td></td>
<td>murder</td>
<td></td>
<td>murder</td>
<td>murder</td>
</tr>
<tr>
<td></td>
<td>murder</td>
<td></td>
<td>murder</td>
<td>murder</td>
</tr>
<tr>
<td></td>
<td>murder</td>
<td></td>
<td>murder</td>
<td>murder</td>
</tr>
<tr>
<td></td>
<td>murder</td>
<td></td>
<td>murder</td>
<td>murder</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Korean</td>
<td>80</td>
<td>80</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>Japanese</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Others</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

Table 12: Types of residences for foreign households

<table>
<thead>
<tr>
<th>Total</th>
<th>Oral house</th>
<th>Rented house</th>
<th>Oral from</th>
<th>Rented from</th>
<th>Oral to</th>
<th>Rented to</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Foreign</td>
<td>769</td>
<td>769</td>
<td>769</td>
<td>769</td>
<td>769</td>
<td>769</td>
<td>769</td>
</tr>
<tr>
<td>Others</td>
<td>231</td>
<td>231</td>
<td>231</td>
<td>231</td>
<td>231</td>
<td>231</td>
<td>231</td>
</tr>
</tbody>
</table>

Table 13: Number of foreign children, less than 15 years old in 2006

<table>
<thead>
<tr>
<th>Total</th>
<th>0-4</th>
<th>5-9</th>
<th>10-14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Korean</td>
<td>45</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>Chinese</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Others</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

Source: the author in reliance on foreign registration statistics of Ministry of Justice
In coping with urgent policy, the Council on Regulatory Reform of the Cabinet Office took initiative to undertake reforms of Japanese migration policies in June 2006. This was the first step towards the whole reform of migration policies in Japan.

Basically, the Japanese immigration system can be regarded as an Anglo-Saxon type because it has been established according to the US immigration laws after the World War II.

The immigration control laws and regulations have been supplemented by the Gereigners Registration Law, which originally aimed at control of the Koreans as permanent residents who had lost Japanese nationality after 1952 according to the San Francisco Peace Treaty, which recovered the independance of Japan.
The Council on Regulatory Reform recommended to strengthen policies by the municipalities (for multicultural coexistence) in cooperation with government agencies.

To attain this goal, the Anglo-Saxon type system (as in the US and UK) of migration policy should also incorporate functions of the Continental European system (as in Germany, the Netherlands, and France), which enables municipalities to take effective measures for "integration policy" to guarantee the rights and obligations of foreigners, which is a prerequisite for success of "immigration policy" (Table 16). This may help realize the "one-stop service" for foreign inhabitants.

At the same time, trainees should be treated as "workers" according to labor laws, when they are engaged in "on-the-job-training" under the new legislation. The "hot line" to rescue trainees as victims will be introduced from April 2008.

Anyway, there should be more involvement of municipalities, which is expected in the reform package to be realized in the near future. This reform process of the migration policy can be regarded as establishing institutional infrastructure for "integration policy (in Japan, "policy for multicultural coexistence").

It is also expected that, with several regulatory reforms of migration policy, there should be mutually beneficial coordination between Japan and the neighboring economies in Asia Pacific, so as to facilitate movement of persons within this region taking into consideration of "circular migration".

It is desirable for Asian Pacific economies to have more dialogues to create intra-regional framework for cooperating between receiving and accepting countries in the field of migration policies as well as human resources development from long-term perspectives, because it should be an important part of community building in this region.

From the standpoint of enriching human resources in East Asia as a whole and meeting the growing demand for health professionals, the scheme of EPA is very limited.

The candidates from Indonesia should be registered nurses or certified care workers in the Philippines already. There is no room to create more health professionals in this region and this might bring about "brain drain" effect. At the same time, language courses should be provided in Japan, whose disadvantage is high cost. Furthermore, the qualification acquired in Japan has no mutual recognition within the East Asian region.

Anyway, the admission of Indonesian nurses to Japan in the EPA would be an important step.

The scheme should undergo evaluation processes and be improved from wider perspectives including domestic labor market and community forming in East Asia.

Selected references

- Cabinet Office (2002) "Local economies: creating growth with industrial clusters."
Group Presentation
Group Presentation Overview

1. Objectives
   - To wrap up on the things learnt in Japan and from the other participants to discuss and contemplate on the possibilities of how the East Asia Community and the various players can cooperate in creating a mutual migration scheme that will be beneficial not only to the origin and destination countries, but also for the migrants themselves.
   - To facilitate discussions and build network through the group work.

2. Group Members
   In order to achieve the objectives, the participants were divided into 3 groups of 6-7 people. The members were selected so that each group is comprised of a balanced mix of various professionals, cultures, and genders.

3. Method
   Each group was given 30 minutes to present their papers, followed by Q&A and comments by Dr. Iguchi. Each Group prepared a power point and a 4-5 page paper for the Group Presentation.
   - July 19: Dr. Iguchi explained the objective and some possible topics that each group can choose. He also gave some pointers on what to look out for during their sight visits.
   - July 20-23: During the field trip the groups gathered together on their own initiatives at the hotel or even inside the bullet train to brainstorm their ideas.
   - July 23: Deadline for submitting the outline or “sandwich” of each group’s presentation.
   - July 24: Dr. Iguchi commented on each group's outline and gave additional information and instructions for the groups to work on and finalize their presentations. Some of the groups worked well into the night.
   - July 25: Group Presentation

4. Observations
   The group presentation gave the participants a chance to review the program, share each others experience and work towards a common goal. As in reality, it was not an easy task for some with their various cultural, professional backgrounds and convictions. However, the differences also shed light on the unexpected similarities and common ideals that they share, which were demonstrated through their well prepared presentations highlighting each group's unique view on how migration can be managed and implemented for a better future for all.

Many of the participants commented afterwards in their evaluation that although the group presentation was a challenging task, the process had provided them an opportunity to understand each other more and strengthen their bond and friendship.
Group Presentation 1 (Group A)
Migration: Human Rights and Human Capital

Peter DALEY (Australia)
Zasika MUSDI (Brunei Darussalam)
Xiaomin YU (China)
Ida WIDAYANI (Indonesia)
Hiroaki SATO (Japan)
Vipunjit KETUNUTI (Thailand)

Well managed migration can make an important contribution to protecting human rights and developing human capital. The achievement of well managed migration benefits from the input of a wide range of groups. Governments, as makers and enforcers of laws, and also as collectors and dispersers of revenue, are a key actor. This paper will look not only at the role of governments domestically, but also at how national governments cooperate with other countries to protect human rights and develop human capital in the migration process. The paper will also examine how migrant communities can develop and thrive, and will finally examine the role that business, particularly through human resource management, can play in maximising the benefits of migration.

There is potential for cooperation between governments of Asia and Oceania on migration issues. However, it is important to understand that new proposals for cooperation, such as for an East Asian Community, cannot exist in a vacuum. They must be cognisant of existing regional cooperation, and reflect actions taken in other areas, including by the migrant communities, business, and other arms of government.

It is therefore useful to understand the extent to which existing regional cooperation is helping protect human rights and develop human capital. This understanding has two benefits. First, it helps us understand what the key elements of inter-governmental cooperation has been, thereby informing the ingredients of future cooperation. Second, it highlights where other actors, such as migrant communities and businesses, can step in to address gaps in ensuring migration protects human rights and develops human capital.

Professor Iguchi noted in his opening presentation to the program that APT, or ASEAN plus Three (China, South Korea and Japan) has not adopted “international migration” as a field of functional cooperation. However, within the region there are many other examples of regional cooperation on aspects of international migration.

Some of these examples of regional cooperation were noted by Ms Hashimoto from IOM Tokyo in her presentation to the program. The Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (Bali Process) is a very strong and successful process that has a wide membership, including Japan. The Asia Pacific Consultations on Refugees, Displaced Persons and Migrants (APC), which again counts Japan as a member, provides an important regional space for governments to discuss sensitive issues on refugees. The Colombo Process on Overseas Employment and Contractual Labour for Countries of Origin allows participating countries to share experiences of protecting the human rights of contract workers.

There are further examples of regional cooperation to protect human rights and develop human capital. The Business Mobility Group (BMG) of the Asia Pacific Economic Cooperation Process (APEC) seeks to enhance the mobility of business people in the APEC region. It achieves its aim by building the capacity of members to implement transparent, streamlined short stay and temporary residence arrangements, and immigration and related border systems to ensure the safe and secure movement of people.

ASEAN had issued a Declaration against Trafficking in Persons Particularly Women and Children, and also discusses migration in meetings of the ASEAN Directors-General of Immigration Departments and Heads of Consular Affairs Divisions of the Ministries of Foreign Affairs (DGICM), including through annual consultations with Australia.

Another regional cooperation in preventing trafficking and irregular situation is Asia Regional Cooperation to Prevent People Trafficking (ARCPPT) which was
initiated by the Australian Government. This project has undertaken activities in Cambodia, Lao PDR, Myanmar, Thailand and Indonesia.

While there is not space to undertake a detailed analysis here, by studying these examples of regional cooperation it can be demonstrated there the key elements of success are:

- the informal nature, which avoids getting paralysed into set positions on difficult topics;
- the focus on issues of mutual interest;
- emphasis on practical outcomes; and
- recognition of the different capacities of governments and a focus on capacity building.

Further cooperation in Asia and Oceania on migration could benefit from these lessons learned. While all the processes address human rights issues, there appears to be potential for more cooperation in the development of human capital – only the Business Mobility Group is focused on this.

The paper will now turn to looking at how other actors can contribute to managing migration's potential for protecting human rights and developing human capital.

**Improving human rights of migrants in irregular situation and communities**

People will move from one country to another in pursuit of higher incomes and a better life for themselves and their families. With a demand for workers which cannot be met by its domestic labour force, each country has designed its own migration policies to synchronise with its social and economic development, to benefit its own nationals and to ensure national security. Most countries are in need of skilled labour from other countries to enhance technical knowledge that lacks within their countries; while lower or non-skilled migrants in some countries take up the so-called ‘3D’ jobs - ‘dirty, degrading and dangerous’. For the latter, migrants therefore are employed to fill such gaps in the labour intensive and the 3D sectors, rather than directly competing with local people for jobs.

Irregular migration often occurs when the interests of migrants do not match with the host country's needs and policies. In countries with strict migration policies, and also in the case of Japan where non-skilled labour migration is not acceptable, many migrants have migrated on an irregular basis. These migrants are alarmingly vulnerable. Abusive employment practices, poor working conditions, and a lack of decent housing and education are some of the major issues facing these migrants. They have no legal status and live in fear of being apprehended and deported by the authorities. With little or no protection in both countries of origin and destination, these people are prone to human trafficking which violates basic human rights and is often seen in irregular situations.

Trafficking, especially trafficking of women and children, has been recognized as a ‘dark’ phenomenon of trans-border migration. Trafficking is also considered as a complex trans-national problem that cannot be solved by a country individually.

Currently, there are no exact statistics on the number of trafficked migrants – though trafficking cases are found and recorded by governments / NGOs / NPOs. However, these recorded numbers do not describe the real figure of those who have or are being trafficked. The number of trafficking victims will potentially grow due to economic slowdown, poverty and other factors that encourage people to migrate. However, in the last decade, the regional community is more concerned with the issue, as can be seen from the establishment of bilateral and regional cooperation.

Examples of regional cooperation were given earlier in the paper. Cooperation to combat trafficking has also improved at the bilateral level. For instance, Indonesia, as a source country of labor migrants on a big scale (particularly to neighboring countries Malaysia, Singapore, Brunei), as well as a transit and destination of trafficked victims, has to be active in developing bilateral cooperation. This cooperation not only aims to combat trafficking and irregular migration but also to create better schemes for regular labour migration. Such schemes can help migrant workers and contribute to the economic development of both the recipient and origin country.

Recently, Governments of Indonesia and Malaysia have agreed upon Eight Strategic Goals between the two countries in which labour, human trafficking and border security are important elements. Legal protection and education for migrant's children is also included within the agreement. In addition, the two countries have agreed to address migrant-related problems through the Eminent Person Group (EPG) consisting of experts, youth, religion representatives and other influential figures of the community.

These cooperative efforts to eliminate human trafficking are a step forward to safeguard human rights and dignity. The rights of migrants should be treated as human rights which are protected by both international conventions and national laws. Many states, including Japan, have ratified the Universal Declaration of Human Rights with the Office of the High Commissioner on Human Rights (UNHCHR). Under the provision of Article 7 of the International Covenant on Economic, Social and Cultural Rights, states
shall recognise the rights of everyone for fair wages and equal value without distinction of any kind; provide a decent living; safe and healthy working conditions; equal opportunity subject to no considerations other than those of seniority and competence; rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays.

Regardless of their status, documented or undocumented, migrants should be safeguarded by the labour protection laws of the host country. Although governments have tried to provide better welfare and right protection to migrants, problems still persist. Many are still very much deprived of social services and equal treatment. Although their rights are protected, more often migrants are discouraged from reporting problems or violations to the authorities, as many are not even aware of their own rights and do not know how to exercise those rights for fear of deportation.

The widespread and ongoing exploitation and violation of some of the basic rights of migrants can largely be attributed to a lack of information and awareness on labour issues, government policies and national legislations among employers and officials at central, provincial and local levels as well as among migrants themselves. While government policies are improving, their implementation is inconsistent throughout the country and government officials at the provincial and local levels are sometimes misinformed about the policies. Raising awareness on migrant rights and obligations for migrants and building capacity for governments to come up with effective migration schemes within the human rights framework is a key to achieve win-win migration management.

It is also important to assert the importance of human rights in relation to migrant communities. Migrant communities – groups of people living in a particular local area sharing similar beliefs, nationalities, and race – play a role (oftentimes a major one) in attracting or initialising individual or individuals to move from a host to a destination country. When a government body denies a group of people from migrating into a country - those who intend to ultimately establish a migrant community - for example due to lack of understanding when it comes to religious beliefs, then it is a discriminatory violation of human rights. On the other hand, when a migrant community exist securely and peacefully within wider society, they can develop human capital to benefit themselves and their hosts.

The establishment of the Indian Merchants Association of Yokohama (IMAY) is an interesting one. A group of Indian traders came to Japan over a century ago to seek greener pastures, and through the support of the Japanese Government and particularly Yokohama City this was made possible. Despite a number of political and natural calamities, these traders still exist within their own unique community today.

These first generations of Indians were not displaced persons, nor are they refugees; they were, however, migrants from a totally different ethnic background, with their own culture and beliefs. Had the Japanese Government denied them the opportunity to dock in Yokohama, the IMAY migrant community would not exist today. This shows the understanding by the Japanese Government, even in the early days, in giving migrants chances to live a better life.

Of course, the achievement of a migrant community in establishing itself in a culture that is very different its own is not an easy process; the migrant community must first be integrated within itself before it attempts to penetrate through to the native community in order to create some sort of overall bond. At the same time, the native community must understand and be willing to embrace and be open to ideas that conflict those of their own, and it is interesting to note how IMAY, along with the native Japanese community of the city of Yokohama, has successfully done this to this day.

Religious communities also play a major role in the establishment of migrant communities in a destination country. It is understood that everyone has the human right to freedom of religion, and Japan is a firm believer in this doctrine. However, it should be stressed that religion is a sensitive matter, and it is prone to be unacceptable or misconstrued by a lot of people, but it is still an important component in the establishment of communities in all parts of the world.

It is understood that about 70% of Japanese people claim to practice a religion or a belief, but are unwilling to reveal their religious status. Perhaps a very tiny portion of this percentage consists of Muslims.

There are a number of organisations that focus on the development of Islam and Muslim communities, one of which is the Islamic Centre-Japan in Tokyo. The organisation has existed for over forty years, and gives Muslims from all over the world the sense of security and belonging they need whilst in Japan - a ‘home away from home’, so to speak.

Many Muslims from different parts of the world have expressed their keen interest in coming to Japan, but before they do so the most common question they ask would be “Are there any Muslim communities there?”, and the answer would be ‘yes’. This supports the notion that a common belief in faith plays a beneficial part
in determining a person’s motivation to migrate to a destination, or consider it as a potential.

Muslims in Japan comprise mostly of Pakistanis and Turks, usually close-knit communities typical of Islamic countries. There is a mosque in nearly all prefectures in Japan; some prefectures have more than one. It is natural to assume that a Muslim Pakistani would want to stay within close proximity of the Pakistani Muslim community in Niigata Prefecture if they are very particular about their ‘halal’ food.

Similarly, a Bruneian Muslim would perhaps prefer staying close to where there are shops that sell halal food owned by Pakistani Muslims in Japan. There are currently only 26 students and 5 workers from Brunei Darussalam in Japan; this number is too small to create a formal association, but sharing the same belief as a Pakistani Muslim in Japan makes the Bruneians a part of a wider religious migrant community.

Continuous understanding and awareness of diversity and difference plays a major part in the further establishment of migrant communities. This in turn can become a win-win situation for both the host and destination countries. An understanding of diversity with private enterprises can also lead to a win-win situation, as this paper will now examine.

Improving Human Resources Management of Migrants in Enterprises: Realization of a Win-win Situation

Human resources management (HRM) at enterprise level is usually less developed as a policy and is even more problematic in practice when the majority of the workforces are migrant workers. In this section, we will discuss why, how and for whose interests the HRM of migrants in enterprises can be enhanced, and we will use empirical evidence drawn from experiences of Japanese cities and companies.

- Why?
  Poor HRM of migrant workers can hinder the sustainable development at enterprise, national and regional levels in various ways. For instance, high turnover rate, decrease of product or service quality, increase of production cost, more troubles in labor disputes and unrests, etc. These are all reasons to put improvement of HRM on top of the agendas of both governments and enterprises.

- How?
  Mechanism one: Employee Assistance Programs (EAPs)
  Employee Assistance Programs (EAPs) are employee benefit programmes offered by employers, typically in conjunction with a health insurance plan. EAPs are intended to help employees deal with personal problems that might adversely impact their work performance, health, and well-being. These programs are becoming increasingly more common in today’s worksites. EAPs services are usually free to the employee or household member, having been pre-paid by the employer.

  There is a broad array of services provided by EAPs, generally including the following dimensions:
  - Training and education program for employee (occupational health and safety (OHS), working skills, language skills)
  - Counseling services (often household related issues, e.g. unhealthy lifestyle, family/personal relationship issues)
  - Benefits to employee family members (e.g. education program targeting children of migrant workers in Minokamo City)

  Mechanism two: university-industry joint internship program for foreign students
  Usually, the internship program includes the following aspects:
  - Provide training for students on Japanese style skills of presentation for business activities;
  - Provide lectures for students to have a better understanding of Japanese corporate culture;
  - Create opportunities for students to work together to strengthen the spirits and skills of team-work;
  - Organize natural language environment for students to practice their business Japanese language

  The case of “Career Development Program for Foreign Students from Asia” in Nagoya Institute of Technology effectively illustrates the motivations and dynamics of the university-industry joint internship program for foreign students. However, because the program is still in the infancy stage of development, there is no empirical data on the effectiveness of program.
For whose interests? (a win-win situation)

<table>
<thead>
<tr>
<th>Employee</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of human rights (occupational health &amp; safety (OH&amp;S) standards↑, preliminary education of migrant children↑)</td>
<td>Sustainability of labor resources (employee loyalty↑, employee turnover↓, especially important in situation of labor shortage)</td>
</tr>
<tr>
<td>More competitive in labor market (human capital↑)</td>
<td>Quality of labor resource (skill↑, productivity↑)</td>
</tr>
<tr>
<td>Better integration in society of the receiving countries (life quality↑, social exclusion↓)</td>
<td>Enhancement of product quality, and decrease of labor cost, because turnover↓, labor disputes ↓, compensations on OH&amp;S problems↓; and higher profit-margin (productivity↑)</td>
</tr>
</tbody>
</table>

The case of HRM of migrant employees at Clara Online Corporation provides us highly relevant empirical evidence for such a win-win hypothesis. Clara is a small-to-medium-size enterprise with special interests in hiring migrant employees. Over 30% of employees are foreigners from China, Korea, Taiwan, France, Poland and others. One of the unique elements of the corporate culture of the company is the emphasis of co-existence and diversity of human resources of their employees. Clara has designed several HRM programs targeting migrant employees, including:

- Creating a communication platform for all employees to share their ideas and information on method to improve both business performance, and benefits of all employees;
- Providing allowance to foreign employees to promote their language skills, for example, 10,000 yen for Business Japanese Test (BJT); and
- Making foreign employees fully covered by social security scheme.

According to the explanation of a male migrant employee from China, the HRM program of migrant employees has achieved a win-win situation, providing benefits to both employees and employer. On the one hand, the most significant advance of employee benefits is reflected by the social security schemes for example, the employees need to pay only 20% of the cost of health care. On the other hand, there is obvious potential for enhancement of service quality, and employee productivity as a result of progress of employee loyalty. Partly because of the HRM of migrant employee, the turnover rate of employee is kept at a relatively quite low level, about 10 percent per year.

To summarize this section, using empirical evidences observed in Japan, we have examined the reasons, methods and benefits of promoting HRM of migrant and hereby realizing a win-win situation for the employee, employer and sending and receiving countries. This protects human rights and develops human resources.

In conclusion, migration can provide a win for all if it is managed holistically. There are many different aspects to protecting human rights and developing human capital. Each group - states, communities, business and migrant themselves – can contribute a part to the solution.
Migration: Human Rights and Human Capital

JENESYS Programme Group A

Many stakeholders and ways of protecting human rights and building the human capital of migrants
- Regional cooperation between governments
- Bilateral actions by government
- Actions by the migrants themselves
- Actions by communities
- Actions by businesses

Human Rights and Human Capital

- Can be mutually reinforcing
- Not a zero-sum game
- Shareholders need to complement one another
- Human rights can have a social focus, and human capital can have an economic focus
- BUT, they are part of a greater whole

Regional cooperation between governments

- ASEAN plus Three (China, South Korea and Japan) does not cooperate on "international migration"
- However, there is other regional cooperation
- Useful to understand and build on these examples

The Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (Bali Process)

http://www.baliprocess.net/

APEC

- The APEC operates in an informal, consultative, non-binding manner, with Coordinators from various Asia-Pacific countries taking the reigns on a rotating basis
- http://www.apecprocess.net/index.html
slide 7

- ASEAN Directors-General of Immigration Departments and Heads of Consular Affairs Divisions of the Ministries of Foreign Affairs (DGICM)
- [http://nanyang2.xmu.edu.cn/Article/ShowArticle.asp?ArticleID=3373](http://nanyang2.xmu.edu.cn/Article/ShowArticle.asp?ArticleID=3373)

slide 8

APEC BMG
- The APEC Business Mobility Group (BMG), is made up of government representatives from the 21 member economies of APEC.
- APEC Business Travel Card
- [http://www.businessmobility.org/index.asp](http://www.businessmobility.org/index.asp)

slide 9

Lessons learned
- the informal nature, which avoids getting paralysed into set positions on difficult topics
- the focus on issues of mutual interest
- Emphasis on practical outcomes
- A recognition of the different capacities of governments and a focus on capacity building.

slide 10

Improving Human Rights of Migrants in Irregular Situation and Trafficking
- Human rights and globalisation perspective: freedom of movement
- Migration policies designed for social and economic development, benefit of people and national security
- Need of skilled, lower-skilled and non-skilled labour
- Non-skilled labour: 3 D (dirty, degrading and dangerous)

slide 11

Migration policies vs Human rights
- Interests of migrants vs host country’s need and policies
- Strict migration policies leading to migration in irregular situation
- Vulnerability of irregular migrants, linking to labour exploitation and trafficking

slide 12

Facts about Trafficking
- A “dark” phenomenon of trans-border migration
- A complex trans-national problem
- Goes underground, therefore no exact statistic on the figure of trafficked victims
- Potentially to grow due to economic slowdown, poverty, other factors
- Regional awareness and attention is improving
Cooperation against Trafficking in South-East Asia and Oceania

**Regional Cooperation**
- Bali Pledge on People Struggling, Trafficking in Persons and Related Transnational Crime - issued in Bali, Indonesia on April 2002
- A major regional Ministerial Conference established the Australian & Indonesian Ministries
- Mainly aimed to raise awareness & develop cooperation among regional countries
- ASEAN Declaration Against Trafficking in Persons Particularly Women and Children - Signed in Vientiane, Laos PDR on November 2004
- Adopted by Heads of States / Governments
- Asia regional Cooperation in Persons People Trafficking (ARCPT)
- Established by Government of Australia in 2005
- Centre for Migrant, Laos PDR, Myanmar, Thailand & Indonesia

**Bilateral Cooperation**
- Indonesia – Malaysia. Fight Strategic Goals and Eradicate Person Group (FPG)

---

**Safeguard human rights**

- International conventions and national laws within the framework of human rights
- UDHR – Article 7 (international Covenant on Economic, Social and Culture Rights)
- Labour protection law of host country to protect migrant rights (documented and undocumented alike)
- Problems persist: unaware of rights and fear of deportation

---

**Improving migrant rights**

- Awareness of migrant rights and obligations
- Building capacity of government of sending / receiving countries in effective migration schemes
- Strengthening migrant community (provision of services and social rights)

---

**Role of Communities**

- What is a community?
- Different types of migrant communities
- Roles of communities in helping migrants or potential migrants
- Integration of migrant community and native community or municipality

---

**What is a community?**

- A group of people living in a particular local area
- Similar backgrounds, motives, interests, or beliefs
- Collective efforts used to fulfill certain goals
- For personal and community purposes

---

**Indian Merchants Association of Yokohama (IMAY)**

- First Indian traders arrived in Japan over a century ago
- Supported by Japanese Government and the City of Yokohama
- Still exist until today
- Not displace persons, nor refugees
- Migrants from totally different background in own culture and beliefs
- If Japanese Government denied, won&rsquo;t exist today
- Shows understanding in giving chance
slide 19
- Establishing "base" is not easy
- Cultural diversity
- Migrant community should integrate within itself before penetrating through native community
  - To create overall bond
- Native community should be willing to embrace and be open to new ideas
- IMAY and native Japanese community of the city of Yokohama – successful today

slide 20
- Religious communities
  - Plays major role in establishing migrant communities in a destination country
  - Religion is a Human Right and a sensitive matter
    - Not accepted
    - Misconstrued
  - Very small percentage of Muslim communities in Japan
    - A mosque in nearly every prefecture;
    - Islamic Centre Japan in Tokyo;

slide 21
- Muslims from all parts of the world ask common question whenever they are interested in a country: "Are there any Muslim communities there?"
  - YES
- Pakistanis and Turks
  - Close knit – typical of Islamic communities

slide 22
- Bruneians in Japan
  - Stats obtained from Bruneian Embassy to Japan
  - 26 students and 5 workers from Brunei Darussalam in Japan
  - Number too small to create special or unique communities

slide 23
- Continuous understanding and awareness on diversity and differences
  - Further establishment of migrant communities
  - Economic or religious

slide 24
- Improve Human Resources Management of Migrants at Enterprises:
  - Realization of a win-win situation
Why For HRM of Migrants?

Poor HRM of migrant workers can hinder the sustainable development at enterprise, national and regional levels in various ways:
- high turnover rate
- decrease of product or service quality, increase of production cost,
- more troubles in labor disputes and unrests, etc.

How? Mechanism one:
Employee Assistance Programs (EAPs)

Employee Assistance Programs (EAPs), what is it?
- EAPs employee benefit programs offered by employers, to help employees deal with personal problems that might adversely impact their work performance, health, and well-being.
- EAPs services are usually free to the employee or household member, having been pre-paid by the employer.

How? Mechanism one:
Employee Assistance Programs (EAPs)(cont.)

There are broad array of services provided by EAPs, generally including following dimensions:
- Training and education program for employee (occupational health and safety (OHS), working skills, language skills)
- Counseling services (often household related issues, e.g. unhealthy lifestyle, family/personal relationship issues)
- Benefits to employee family members (e.g. education program targeting children of migrant workers in Minokamo City)

Mechanism two: university-industry joint internship program for foreign students

Usually, the internship program includes following aspects:
- Provide training for students on Japanese styled skills of presentation for business activities;
- Provide lectures for students to have a better understanding of Japanese corporate culture;
- Create opportunities for students to work together to strengthen the spirits and skills of team-work;
- Organize natural language environment for students to practice their business Japanese language

The case of “Career Development Program for Foreign Students from Asia” in Nagoya Institute of Technology effectively illustrates the motivations and dynamics of the university-industry joint internship program for foreign students.

For whose interests?
Realization of a win-win situation

<table>
<thead>
<tr>
<th>Employee</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of human rights (OSHI standards; preliminary education of migrant children)</td>
<td>Sustainability of labor resources (employee loyalty, employee turnover; especially important in situation of labor shortage)</td>
</tr>
<tr>
<td>More competitive in labor market (human capital)</td>
<td>Quality of labor resource (skill, productivity)</td>
</tr>
<tr>
<td>Better integration in society (life quality, social exclusion)</td>
<td>Enhancement of product quality, and decrease of labor cost, because turnover; labor disputes; compensations on OSH problems; and higher profit-margin (productivity)</td>
</tr>
</tbody>
</table>

Government | Region
-----------|----------
Sustainable development for a country, economically and socially, because the sustainability of labor resource of high quality is the precondition for the sustainable development | Possibilities for enhancement of regional competitiveness |
HRM of Migrants
Empirical evidences from Japan

Profile of Clara Online Corporation
Clara is a small-and-medium-size enterprise having specially interests in hiring migrant employees. Over 30% employees are foreigners from China, Korea, Taiwan, French, Poland and others.

One of unique element of the corporate culture of the company is the emphasis of co-existence diversity of human resources of their employees.

Clara has designed several HRM programs targeting migrant employees, including:
Create a communication platform for all employees to share their ideas and information about method to improve both business performance, and benefits of all employees.

Provide allowance to foreign employees to promote their language skills, for example, 10,000 yen for Business Japanese Test (BJT).

Make foreign employees fully covered by social security scheme

slide 32

HRM of Migrants
Empirical evidences from Japan
(Cont.)

3. To some extent, the HRM program of migrant employees has achieved a win-win situation, providing benefits to both employees and employer.

- On the one hand, the most significant advance of employee benefits is reflected by the social security schemes. For example, employee need to pay only 20% of the cost of health care.

- On the other hand, there is obvious potential for enhancement of service quality, and employee productivity as a result of better performance of employee loyalty. Partly because of the HRM of migrant employee, the turnover rate of employee is kept at a quite low level, about 10 percent per year.

slide 33

Conclusion

- Migration can provide a win for all IF it is managed properly

- Many different aspects to protecting human rights and developing human capital

- Each group ñ states, communities, business and migrants themselves ñ can contribute a part to the solution.
Group Presentation 2 (Group B)
Securing the Children, Securing the Future:
Migration is about the future and children embody that future

Jaai PARASNIS (Australia)
Kazimuddin AHMED (India)
Eri ISHIKAWA (Japan)
Khin Thida WIN (Myanmar)
Carmela FONBUENA (Philippines)
Nguyen Trung HUNG (Vietnam)

Thanks to the school-run daycare, parents of six-year-old Jasmin—a Filipino-Brazilian in Japan—need not worry who will take care of her when they’re working long hours. (*not her real name)

It was afternoon of July 23, 2008 when we met Jasmin at the local Japanese nursery school in Toyota City’s Homi Danchi district. She seemed to enjoy playing with the other foreign children in the daycare. Toyota City has a migrant population of about 16,000, comprising 3.9 percent of the total population. Most of them are Brazilians working in various automotive factories there.

Jasmin laughed a lot and was good at the card games the Japanese teacher was using to teach them to speak Japanese. The teacher shouted a Japanese word and the children raced to slap the corresponding picture card on the floor.

Jasmin mingled well. Most of her playmates are Japanese-Brazilian, but she didn’t look any different. Asked who her best friend in the room was, she pointed to a charming fat boy, who was waiting for her to squat beside him so they can continue the card game.

Jasmin may look typical, but she’s not. It’s difficult to tell by her innocent smile if she has any idea about her shaky future. Perhaps she’s too young to know.

A Filipino-Brazilian, there’s not a drop of Japanese blood in her. Unlike her playmates, she’s not covered by Japan’s immigration policies that allowed citizenship to her Japanese-Brazilian playmates and then recently to Japanese-Filipino children.

What will happen to Jasmin in the next twenty years? What are the chances that she will gain Japanese citizenship? Or will she join the growing number of overstaying migrants? Or will she move either to Brazil or Philippines?

If she stays in Japan, will she be able to continue schooling and join the future skilled labor force? Or will she—like many children of foreign migrants—drop out eventually and join the pool of unskilled workers?

These are the big questions that hang over the head of millions of migrant children everywhere in the world. Japan is a host to about 200,000 of them, based on 2006 government statistics. In China, there are about 20 million. (International Labor Organization statistics show that there are nearly 200 million international migrants as of 2005. About 50 million and six million are in Asia and Australia respectively.)

Migrant Children are the Future
Migration is about the future and the children embody that future. While migration is sometimes an individual decision, the children certainly live with the consequences.

While win-win situations around migration involving countries of origin and destination are deliberated to make a roadmap towards a better regional future, an integrated approach and strategy for all-around development for migrant children seems conspicuously absent. Any discourse on future planning and action can be futile without engaging the flag bearers of the future as stakeholders.

Migrant children have many faces. There are the children who migrate with their parents and are forced to leave everything familiar in the home country and adjust to a foreign land. There are the children like Jasmin—the second generation migrants—who suffer unequal treatment in the country they were born in. And then there are the children who grow up separated from parents.
working overseas. They remain in home countries, left under the care of relatives or trusted friends until they are allowed to join their parents in the foreign land or until their parents decide to come home.

All of these children are forced to live with the consequences of decisions they did not make. Interventions are needed given their special situation. And we do not mean economic interventions alone. Governments of origin and destination countries, the receiving communities, and the migrant families themselves need to step up.

Why should foreign countries take care of them when they're not even their citizens?

Foreign children provide opportunities and threats. Governments and receiving communities should make efforts to realize the first and avoid the latter.

If proper interventions are placed, Japan stands to benefit if Jasmin will turn out to be, say, a competent doctor in a local hospital. If not, Jasmin could turn out to be a burden to the Japanese society. Or a law offender, at worst.

On a purely economic point of view, think of the formidable workforce that Japan’s 200,000 foreign children would make in five to twenty years if they are properly educated and trained. With an increasing demand for a productive workforce in this era of globalization, developed countries like Japan have to rely on migrant workers to bolster crucial aspects of its economy to emerge from the stagnancy that followed its economic pinnacle.

Currently, factories have turned into trainership programs to man the factories. Like Hitachi, companies hire placement agencies to search for workers abroad resulting in the entry of more migrants inside Japan. But as these companies’ experience showed, the trainership program has its problems. The foreign workers can only stay in Japan for a maximum of three years. Replacements are not always easy to find. And then there are the communication problems when the foreign worker could not speak the language.

These problems would be lessened if the likes of Jasmin, years from now, would man the factories instead.

Of course, there are other contributions that these foreign children can share to the destination country. For one, they bring with them a different culture that will enrich discourse the receiving communities.

Role of Receiving Governments

Migration is not only about migration policies. They only dictate who can and cannot enter the destination country. As the experiences of Japanese-Brazilians teach us, Japanese citizenship is not enough to turn them into their full potential as members of the Japanese society. Citizenship is not enough to integrate them into the society as meaningful members who have reached their potentials as human beings.

Beyond migration policies, governments of destination countries need to make all levels of government and all arms of government to be involved the overall development of the foreign children. They need to secure the children's access to education, help them learn the foreign language while they keep their natural tongue, make sure that they will find jobs after school, and secure access to social services among others.

A. Education

A child's right to education is an undeniable necessity. The International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the Convention of the Rights of the Child (CRC) specify that education is a right of the child and requires governments to make primary education compulsory and free to all. CRC also requires the government to develop respect for their parents, his or her own cultural identity, language and values for the national values of the country in which the child is living, the country from which he or she may originate, and for civilizations different from his or her own. The respect can come from education imparted at school and through socio-cultural interactions—issues which become more relevant to the child of a migrant than any other.

In the existing situation concerning migrants in Japan, the government agencies, notably the municipalities with significant migrant population, have taken steps towards education of migrant children. In general principle, migrant children can go to school like any other Japanese children. Easy as it may sound, the varied realities of a Japanese child and that of a migrant, in this case a Brazilian-Japanese, are diametrically different and a reconciliation of conditioned differences does not come that easily. One of the many constraints faced by the migrant children at school leads to isolation and may even result in harassment. Psychological impacts of such experiences seriously hamper personal growth of a child.

Moreover, the Japanese education system is different from Brazil, which in many cases proves to be in comprehensible to migrant parents. This has deterred migrant parents to show added interest in educating their children in the host country. These are everyday realities in the cities of Minokamo, Yokohama, Toyota and other areas where migrant communities reside.

The very least that governments of destination countries can do to help the foreign children catch up is to adjust the school curricula and make them flexible.
Education should offer options—local and international schools, languages of both the countries and be sensitive to the options of migrants returning and staying.

There is need to many pathways, option of vocational training and address range of abilities and attitudes. Here, the role of local and international schools should be examined. Though it is not clear yet which system works better, it is important to allow for choice and offer an option.

Vocational training is one important aspect of this transition to employment for those who cannot access higher education. This can create a support system by providing skills that can be used at multiple locales and contexts. A rigid and monolithic approach towards human resource development not only restricts scope and productivity of human resources, but reduces the creative engagement of a workforce in contributing to economies at all levels. This may result in stagnancy and may prove counter productive.

B. Language
The importance of language can't be emphasized enough as communication is vital. The necessity of a child to interact with the receiving communities and cultures is necessary to bring about a social balance. Language can be the most important facilitator and lack of it can be the biggest obstacle for education, employment and feeling of “home.”

If language training fails, the “semi-lingual” phenomenon persists and we perpetuate the conditions and cycle of unskilled migration—high unemployment, low wages isolation, and poverty trap. The disadvantages in poor countries become the disadvantage in a rich country.

On the other hand, if both languages can be nurtured, the “bi-lingual” phenomenon, both the host and destination country will have an economic, social, and cultural advantage.

A failure in addressing the basic language requirement can result in cascading effect no only in the growth of the child but also in fulfilling the purpose of migration at an optimal level.

C. Transition to Employment
Successes in education and language will be lost if transition to employment is not smooth however.

There is a need for co-ordination between education, employment, and human resource policies to facilitate employment and career development. The governments in their policy making and public and private sector in their implementation need to recognize diversity and learn to use it as their strength and advantage.

These adjustments are not for the migrants’ benefits alone. It has to be recognized that migrants can be a catalyst for change and this change is likely to be beneficial for both the host and destination country.

Education is meant to provide the intellectual capital needed for a highly competitive job market. A diverse system of education can ensure future employment of children in diverse environs and sectors. The larger idea of benefit for all can only be consolidated with making a child prepared to tackle economic and socio-cultural challenges in the future where conditions will be radically different from those faced by their parents.

Social Needs
To ensure the development of the children, there is a need for safety net for every migrant. We need to examine our health systems, labor markets, social assistance, employment, occupational safety, and industrial relations to check if they provide such a safety net.

In childhood it is important to look after the social needs, especially of children left alone either at home while parents are working or left behind in the host country. The parents and communities have special duty to address children’s sense of identity. The governments can make them feel welcome but only communities can make them feel that they belong.

Roles of Receiving Communities, Origin Countries
The role of receiving communities cannot be underestimated, too. The governments can put in place all the interventions to allow the migrants inside their countries, but only communities can make them feel that they belong.

It is this feeling of acceptance and belonging that would keep these migrants in place. It can address the high migrant employee attrition rate that companies are suffering from.

Various activities may be undertaken to make the migrants feel welcome and at the same make the receiving community appreciate them. Cultural, sports, and arts exchange are possible ways to link them.

Of course, the migrant families should be the first to reach out to the receiving governments and communities. In moving out of their origin countries, the main aim of migrant families is to secure the long term future of the family. But sometimes, in their rush to secure the immediate economic viability, they forget the others aspects of their family’s personal and social growth. They should make sure that the total development of the child is addressed.
Governments of origin countries, on the other hand, should keep ties with these children even if they may no longer be their citizens. They have to ensure a continuing stake in their development and children's stake in the origin country's development. This also enhances the possibility of return or circular migration, trade, investment, and cultural links through the second generation.

There are the children who are left behind in origin countries by their migrant parents. The governments need to take care of them, too.

**Summary of Recommendations**
Coordination and cooperation among various stakeholders are key in ensuring the success of migration. The following summarizes the recommendations of the group:

1. Migration is not only about migration policy. All levels of government and all arms of government—health, education, migration—need to work together.
2. The home and host country need to collectively try to increase information and awareness of the two communities and think of these children as part of both the societies—the future of transnationals.
3. Develop and cooperate a diverse and flexible education curriculum.
4. Cultural, sports, arts exchange to build communities through efforts of both the governments and migrant and local communities.
5. Engage media as a link between all of these actors.

**Toyota City’s Headstart**
The government of Toyota City has made a headstart in accommodating its foreign migrants. It has a lot to teach the rest of Japan in reforming the educational system to accommodate its migrants.

The city makes a good example of bottoms up approach. If the national level is not prepared to make big adjustments, the local governments may take the initiative.

Jasmin's school in the Homi Danchi district is one of those local schools in the city that cater to a majority of foreign children. Their parents work in the automotive industries all over Toyota. In Jasmin's school, 133 of a total of 159 pupils (83.6 percent) are foreigners. Most of them are Japanese-Brazilian.

Recognizing the growing problem of foreign workers unable to speak Japanese, the city government adjusted its policies and scrapped the requirement of Japanese nationality in order to be able to employ Japanese-Brazilians as translators.

The local school is also trying to adjust to the different attitudes of the migrant parents. “We do not impose the way of the Japanese. We understand it's different for them,” said one Japanese teacher.

It's still a long way for Jasmin to realize her future. She'll need elementary, high school, and college institutions, and later on companies that will welcome her like Homi Danchi does.
Securing the Children, Securing the Future: Migration is about the future and children embody that future

Group B
Jaai Parasnis, Carmela Forbuena, Eri Ishikawa, Khin Thida Win, Nguyen Trung Hung, Kazimuddin Ahmed

Introduction
- Why we have picked up the Children/2nd Generation?

Major Concerns
- Education
- Language
- Social Issues
- Transition to Employment

Responsibilities of the Main Actors
- Origin Countries
- Destination Countries
- Migrant Families
- Communities
  (Receiving & Migrant)

Education-1
- States Parties agree that the education of the child shall be directed to:
  - The development of respect for the child's parents, his or her own cultural identity, language and values, for the national values of the country in which the child is living, the country from which he or she may originate, and for civilizations different from his or her own; (Article 29 (c) Convention on the Rights of the Child)

Education-2
- Importance of Education Policy
  - Shifting Education Policy “For the Nationals” to Diverse
  - Encompasses Other Major Concerns and Link with Responsible Actors
    - e.g., Brazilian school in Minokamo City & Local School in Toyota
  - Vocational Training
    - Needs for Diverse Options
slide 7

Language
- Unskilled migration vis-à-vis children and their development - the semi-lingual factor - the language education factor
- Bilingual Advantage
- Needs for Preparation in Home Country

slide 8

Social Issues
- Needs for Safety Net for every migrant
- Social Needs for Children (esp. Left Alone)
- Sense of Identity for the Children

slide 9

Transition to Employment
- Education, employment and human resources policies
- Need to cater to the diversity to ensure smooth transition of migrant children into a productive workforce
- Contributing to the host and country of origin
- Migrants as catalyst for change

slide 10

Coordination for Securing the Future
- Coordination Among all Major Responsibility Actors
- Policy Coordination within the host country, Governments (Local & Central, including Ministry of Education, Labor, Foreign Affairs)
- Policy Coordination between home country and host country (Embassy)

slide 11

Solutions for Securing the Future-1
- Diverse and Flexible Education Curriculum for both home and host country
- Needs for Information & Orientation Session in the Home Country
- Building a community where migrants and local people live together with interactions
  - More Interactions through Exchange Project (cultural, language, sports, etc)

slide 12

Solutions for Securing the Future-2
- Active Engagement of Migrant Community
- Engaging the Media
Securing the Children, Securing the Future: Migration is about the future and children embody that future.
Group Presentation 3 (Group C)
Motivation and Migration:
—Maslow’s Hierarchy of Need in Correlation with Migration—

Hun SENG (Cambodia)
Yuki NAGANO (Japan)
Sae SHIMAUCHI (Japan)
Douangsy THAMMAVONG (Laos)
Katrina Jorene MALIAMAUV (Malaysia)
Emma Joy WILLIAMS (New Zealand)
Ng Hoi Pin EDMUND (Singapore)

I. Migration – A Holistic Approach
The question of ‘what makes us human’ is intrinsic to discussing about migration, because this leads us back to the basic point no matter how complicated the issues are. This is our group’s perspective; we need to consider migration issues holistically to understand the lives, needs, desires and challenges of migrants. The common approach and common motivation for migration from both destination and origin countries seem to be “contribution to economy”. Of course this idea is vital, but we think a positive exchange cannot be made without considering the other components that contribute to a full and holistic life of the migrants.

Recognize that People are Important
We need to recognize that people are important. It’s all right for us to state the obvious because sometimes we need to be reminded of what we already know, because it’s important to rediscover our ‘truths’ in order for us to examine our attitudes. We need to examine our attitudes before we can move forward on anything.

Growth - “Moving Forward”
“Moving forward” implies growth. There are many levels of growth, and although the focus often tends to be on economic growth. But the areas of social and psychological developments are also extremely vital and they have some correlations with the discussion of migrant issues.

Motivation
One way to look at “moving forward” is from the ‘motivation’ perspective. In order to ‘grow’, or ‘move forward’, we need to invest energy into it. This investment of ‘energy’ can only happen if there are motivational factors.

Acceptance that “Migrants are People”
If we accept, or remind ourselves, that migrants are people, then we need to appreciate that they are driven by various motivations. Many of the problems and issues of concern related to migration arise out of the fact that we often do not look at migrants and migration in a holistic manner. A holistic view of migration is also crucial because the current model of addressing problems as they crop up isn’t sustainable in the long run. This ‘medical model’ of governance, especially in regard to migration seems to have created a fertile ground for migration-related problems to be well rooted and grow in its intensity and inter-generational effects. There is a tendency for many authorities to use ‘prevention is better than cure’ approach when they deal with migration issues, giving negative connotations to these issues. Such an approach will lead people to have a negative attitude toward migration issues. However, such negative connotations motivate us to be proactive in addressing these issues. Certainly, we can’t run away from being reactive because, well, this isn’t a new issue, it’s an existing condition. That being said, proactive and reactive measures need to be adopted alongside each other, something that we saw in the different cities we visited in the field trips and the approaches that they took towards the foreign worker population within their communities. There are some issues that should be non-negotiable according to our adoption of BASIC human rights principles for examples, health care, education and work place safety, while others are context dependant such...
Motivation and Migration: —Maslow’s Hierarchy of Need in Correlation with Migration—

II. Maslow’s Hierarchy of Needs in Correlation with Migration

Maslow’s Hierarchy of Needs - What are people motivated by?

Maslow’s Hierarchy of Needs attempts to answer this, by stating that there are five levels of needs that people will naturally attempt to fulfill. At the most basic, primary level is our physiological needs such as breathing, food, water, sex, sleep, homeostasis, and excretion. This is followed by ‘safety’ needs such as security body, employment, resources, of mortality, of family, health, and property, ‘love and belongingness’ (desire to start a family, feeling like you belong to a larger group of people who have a similar identity to you, etc), ‘self-esteem’ (the psychological development of a person or how they feel-think about themselves) and finally ‘self actualization’ (the idea that people will constantly evolve into being their best possible selves). Although we often try to meet most of these needs in parallel, we first need to place more emphasis or more energy on meeting the needs at the bottom of the pyramid which is physiological level, before we can invest more energy into the top level needs, self-actualization.

Culture

A second important definition central to a holistic view of migration is the idea of ‘culture’. ‘Culture’, within this report is the idea of learned behaviors, ideals and values that are learnt, shared within a group, and are passed on. We would like to explore the importance of culture, the sharing of, retention of and growth of culture.

III. The First Hand Experiences

Reality is Vital – “What we see…”

We would like to emphasize that this report is based on experiences of our field trips, own experiences of migration in our country, rather than qualitative fact, because we think what we see or experience in reality is significant. That’s why we took much time sharing our own experiences back home, and are passed on. We would like to explore the importance of culture, the sharing of, retention of and growth of culture.

As we mentioned our group more put focus on people and basic, non-negotiable issues, and we tried to understand individual people rather than a group of people according to our experiences of the field trips. Moreover, during the programme, we find an article about the volunteers of Brazilian Japanese in Japanese society, and this helped us better understanding about what our group learned from the field trips.

What we see... Different Approaches

• Toyota City

Toyota City wants to grow their city economically. The local government invited Toyota Motor to set up their operations in the city. The local government and Toyota Motors shared similar version. Toyota Motor has developed a competitive business model which many other automobile companies would want to learn from them. This can’t be achieved without the company believing in investing of human capital development.

• Minokamo City

The local government strongly believed in the basic human rights of the children to have basic education, regardless of their nationalities. They have many different programmes to assist the foreign students and the returnees to integrate into the Japanese School Systems and also try to make a good relationship with parents who encourage their children to go to schools and support their school life.

• Yokohama City

Yokohama Port was one of the first ports which Japan has opened to other after many years of national isolation policy. The Indian Merchants arrived at the city in those days primarily because of economic reasons. The Indian Merchants Association has a very long history in the city. The community played an active role during the 1923 earthquake and this has helped them to be more easily accepted by Japanese in the city. The migrants took an active approach to gain the acceptance of the Japanese.

What we see… Different Business Models

• Toyota Motor

The motor industry is labour intensive and Toyota Motor was prepared to invest heavily in Human Capital. They give all employees constant opportunities to give their suggestions to improve the working conditions and produce better products. Such an approach gives the company a comparative advantage over their business rivals.

• Hitachi

The electric company prefers to use migrant trainees to supplement their manpower needs. They bring in Filipinos trainees to their factory and put them on the trainee programme, working side by side with the local
workforce. There is culture diversity with the company's manufacturing environment.

- **Clara Online**
  Clara Online is in the internet business. The Chief Executive Officer (CEO) believes that it's the skills competence that matters and not the nationalities of the workers. His dynamic approach provided many opportunities to many migrants to work in his company. In a knowledge based industry, such diversity in the workforce provides the company more creativity.

  From the different business models mentioned above, we have identified there is diversity in the business world.

**Diversity – What do we gain from it?**
Using Clara Online as a model again, diversity provided the opportunities for the development of new ideas, new innovations, provide a good platform for people with different cultures and different races to work together cohesively to achieve a common goal. For this to work, both migrant workers and consumers have needed to put in effort. Migrants need to understand the Japanese culture and language. On the other hand, the clients must be tolerant of non-native employees.

**Challenges…**
We learnt that many native Japanese links the crime rate to the migrant workers but the truth is such perception is unfounded. Statistics prove this isn't the case. Such perceptions contribute to the unfounded fear that native Japanese have towards the migrant community. It becomes one of the stumbling blocks for the Japanese to accept foreigners into their country.

One of the ways is through the various forms of media. For example, we can refer to the newspaper article, “Brazilian volunteers give back to adopted home,” published on 22nd of July 2008 in The Asahi Shimbun (Annex 1). The article reported how Brazilian volunteers have helped the plight of Tokyo's homeless by distributing “onigiri” (rice balls) and used clothes.

Such efforts will help to change the Japanese perceptions of Brazilians working in Japan. There is a need to use more of such publicity to change the negative thinking that some Japanese have on the Brazilian workers.

**IV. Our Group Perspectives**
Migration needs to be approached holistically, not just from the economical point of view. We were willing to take much time for sharing our ideas about this field trip and our own experiences back home, and having numerous discussions, because we think people are important. This is the point from which we started our discussion. Migration will not end, because it's part of the human condition as we seek to meet our needs, which links to Maslow's Hierarchy of Needs. Migration will cause changes for migrants, and people in destination countries. If migration is continuing, both people will face cultural and social change caused by migration. As a result will both are able to share certain ideas, values, or behaviors within their society and embrace diversity? Maybe we will take time to realize win-win situation for both people of destination and origin countries, but we believe little step will leads us to big differences. And we emphasize that we need to have a holistic approach towards migrations issues. Being holistic means that there should be emphasizes that the basic human right of people must be met, whilst acknowledging that mutual benefits ought to be address according to the needs of different parties, nations or peoples.
Motivation and Migration
Maslow’s Hierarchy of Needs in Correlation with Migration

Group c.

Goals of this Presentation
- Examining attitudes towards people & migration
- Understanding the motivations of all parties (migrants/societies within origin & destination countries) in/about migration
- Evaluating how we are affected by “diversity”
- Recognizing the need for a holistic approach towards migration

The Group Process
- Managing many cultures at a micro level
- The challenges
- The triumphs
- The value of The Process

Brief & Basic Definitions
1. Culture: Norms, practices, beliefs of a society that are taught and learned
2. Migrant: Someone who moves away from their place of origin & lives in their destination place for a period of more than 12 months. The reasons for this differ (i.e. voluntary vs. involuntary)
3. Maslow’s Hierarchy of Needs: A social & psychological concept that outlines the levels of motivation and needs of individuals

Maslow’s Hierarchy of Needs & Migration

Ponder Point(s)
Why is “motivation” important in migration?
Slide 7

**Different motivations → Different Treatment of Foreigners?**

Slide 8

**Japan’s Motivations**

- Why did Japan feel the need to develop their own perspective of how foreigners should be treated?
- "Multi-cultural coexistence"
  - What does it mean?
  - Reconciling the differences & attempting to seek a middle ground between assimilation & integration?
  - A completely novel concept?
  - Ambiguous.

Slide 9

**Dealing with Ambiguity**

- While attempting to reconcile what ‘multi-cultural coexistence’ means, migration continues and the concerns it brings are not dealt with effectively and the benefits not harnessed
- Reactive approach towards migration adopted heavily?

Slide 10

**Concerns of Migrants**

- Education
- Housing
- Loss of identity / constraints in expressing identity
- Sense of belonging
- Career development

Slide 11

**Concerns of Migrants vis-à-vis Motivation**

Slide 12

**Concerns of Migrants vis-à-vis Motivation**

- Although economic reasons are a major motivation for many migrants in Japan, the motivations to fulfill these other needs are also crucial.
- Failure to recognize this → fertile ground for deep rooted / inter-generational migration concerns
Motivation and Migration: —Maslow’s Hierarchy of Need in Correlation with Migration—

**Observations from the Field (1)**
- Different cities, different point of views. Difficult to do cross-comparison because we observed different players in each city.
- General observations about:
  - Yokohama
  - Toyota
  - Minokamo

**Observations from the Field (2)**
- Observations of 3 companies:
  - Hitachi
  - Toyota
  - Clara
- They each have different “motivations” and thus their perspectives towards foreigners are different. How can larger society learn from these companies?

**Diversity & Societies**

**Benefits**
- New ideas
- Innovation
- Makes us stronger?
- Broadens our horizons
- Global advantage

**Challenges**
- Fear of the ‘unknown’
- Resistance to change
- Fear of ‘identity loss’ & ‘drain of resources’
- Feel threatened

**Diversity & Societies**
- In order to realize what we can gain from diversity, we must be willing to evaluate what our goals for our society are:
  - CEO of Clara Online: Is the vision of Japanese society to remain small & strong within Asia, or is it to grow into a major economic power globally? Either goal is driven by different motivations, and thus the approaches to diversity differ

**Attitudes Towards Migration**
- These attitudes exist on a continuum
  - One end: If a government admits that they need migrants / migration is good for them, there is a fear that they will be perceived as ‘weak’ as a nation
  - Other end: Migration is seen as a wealth of resources that ought to be tapped into for cultural, economic, social reasons.

**Conclusion**
- Culture isn’t stagnant
- Migration will not end – it’s part of the human condition (as we seek to meet our needs)
- Being holistic emphasizes that the basic human rights of people must be met, whilst acknowledging that mutual benefits ought to be addressed according to the needs of different parties/nations/peoples.
Individual Reports

*The positions and biography of the participants are as of May, 2008*
Our own little bit of international movement and cultural diversity

Peter DALEY (Australia)
Assistant Director, Policy Projects Section, Strategic Policy Group, Department of Immigration and Citizenship

In 2002, Mr. DALEY received his Bachelor of Commerce / Bachelor of Arts from the University of Melbourne. He has worked in the Australian public service such as the Department of Industry, Tourism and Resources (ITR) and the Department of Immigration and Multicultural and Indigenous Affairs from 2003 and has worked for the Department of Immigration and Citizenship (DIAC) since 2006. At DIAC, he is involved in high level research and strategy on migration and has been the lead author of an Environmental Scan of migration and settlement policy challenges.

I still feel a tremendous sense of gratitude for the opportunity I had to visit Japan and learn more about migration issues. In particular, I cherish the fact that I got to experience this program with a wonderful and diverse group of interesting young people from Asia and Oceania. In this brief reflective essay, I’d like to share a little about my own country’s experiences with migration. I’ll then make some remarks about key points I took away from my study tour to Japan, and how these have influenced my work. Finally, I’d like to conclude with some thoughts on how the region can realise the best possible benefits from migration.

Migration is increasingly an important part of the modern world, and in Australia its role is particularly evident. When the last Australian national Census was undertaken in 2006, it found that 24 per cent of people were born overseas and 45 per cent were either born overseas or had at least one parent born overseas. However, the term “migration” can sometimes be misleading, and as we discussed on the JENESYS program, there is no internationally agreed definition. To me, it should encompass more than movement with the intention of permanent settlement, perhaps “international movement across borders”, while more of a mouthful, more accurately describes things. In Australia, there’s a person crossing our border around every second. Tourism and education (i.e. foreign students coming to Australia to study) are the top service exports for the Australian economy. There’s also over 100 000 foreigners who come to Australia each year on temporary work visas.

All of this international movement is in addition to Australia’s long running permanent migration program. The migration program for the 2008-09 year is the largest in Australia’s history - 133 500 places in the General Skilled Migration stream and 56 500 places in the Family Migration stream. Furthermore, Australia continues to offer humanitarian resettlement for those most in need. We are consistently one of the top three resettlement countries in the world, and recently increased the size of the Humanitarian Program to 13 500 places for 2008-09.

All these figures demonstrate that people come to Australia – some temporarily, some permanently - for a range of reasons. In addition to people coming to Australia, Australia’s role in the story of global movement has another aspect that is worth noting. On the very day I sat down to write this essay, the Australian Government released data confirming that emigration levels in 2007-08, i.e. the number of residents indicating they are permanently departing Australia, reached their highest ever level nearly 77 000 people. All of this movement – temporary, permanent, immigration and emigration - occurs in a country of just 21 million people, a small size by the standards of the Asian region. To me, these figures underscore that migration is an incredibly diverse and complex process.

This diversity of experiences is also one of the key points I personally took away from the JENESYS program. I felt that the Japan Foundation did a wonderful job in assembling a group of young people who all had different backgrounds and perspectives. There were people from universities (both students and academics), the media, non-government organisations, unions, industry bodies and even government officials (such as myself). I was also pleased to see that there were so many young women
participating. Gender is an important aspect of migration—women comprise around half the world’s migrant population—and I feel it was important that in their own small way the Japan Foundation helped their voices be heard.

While participating in the program afforded me the chance to learn a lot more about migration issues in Japan, I found the opportunity to talk with my fellow participants just as rewarding. Not only could we share and compare interpretations of what we had seen in Japan, but we could also share our experiences on issues in our own countries—migration, settlement, refugees, trafficking and human rights, just to name a few.

Our ability to improve our understanding of immigration issues in Japan was aided through a well-designed program that gave us a good breadth of understanding in a relatively short time. It was very interesting to hear the differing perspectives on what role migrants should play in Japanese society. As became clearer in the course of the program, this is a question that must be tackled holistically. While the ageing of the population and the need for workers—both highly skilled and labour in general—seemed widely accepted in Japan as economic rationale for immigration, the social and cultural benefits of diversity seemed to be newer and more unfamiliar terrain for many of the people we met. It was heartening, however, that we spoke to people with progressive views on these important matters—such as Mr. Iemoto of Clara Online and Vice Minister for Foreign Affairs Mr. Nakayama.

I see myself working in the fields of immigration and international relations for some time yet. So, how then has participating in the JENESYS program influenced my work? I believe it has influenced it in two ways. The many places we visited, discussions we had with hosts and with one another, and finally viewing the experience of the three groups in developing their presentations, highlighted for me the importance of appreciating and accommodating diversity. This is something I try to remember every day interacting with colleagues as I go about my work. The second thing was improved depth of knowledge. Having taken some subjects on European studies and studied German at university, as well as having visited that continent three times, I freely admit the my understanding of Europe was more developed than my understanding of Asia. I am pleased to now write that my understanding of Asia, and in particular the migration issues of the Asian region, has been deepened through the JENESYS program. Furthermore, it was wonderful to contemplate that this nation, like Germany, has rebuilt itself from near total destruction at the end of the Second World War.

To conclude, I’d like to share some thoughts on how the nations of Asia and Oceania can best harness the potential of migration so that it benefits countries of origin, destination and migrants themselves. I firmly believe that the solutions must be holistic. They must involve a wide range of actors who can bring diverse but complementary perspectives and skills: governments at all levels (national and local), businesses, unions, NGOs, host communities and migrants themselves, to name some of the key groups.

I believe that a particularly key element is for people to be able to understand and support migration. This is something in which all the players mentioned above can be involved. Migration must not only be good for a country, it must be seen to be good for a country. If there is not public support for immigration, there will be social discontent. This risks creating a vicious cycle where migrants are not respected, and so have difficulties in successfully settling and contributing to their full potential. Society as a whole suffers, and so the process becomes more difficult for future migrants. We must strive for a region where migration is orderly, the human rights of migrants are respected and they are welcomed as an important part of society. This maximises the potential for migrants to succeed and contribute to the economic and social development of their new home. Recognising that in a global world people have connections across borders, this approach also ensures that migrants are in the best possible position to also contribute to their country of origin—for example through remittances. In this way migration can benefit countries of origin, destination and migrants themselves.
Migration in Asia and Oceania: Perspectives from Australia

Jaai PARASNIS (Australia)
Lecturer, Department of Economics, Monash University

Dr. PARASNIS graduated from University of Pune in 1997 (Bachelor of Arts in Economics), University of Mumbai 1999 (Master of Arts in Economics), Griffith University in 2001 (Master of Applied Economics), and Monash University in 2005 (Doctor of Philosophy in Economics). From July 2005 on, she has been a lecturer, Department of Economics, Monash University. Her latest co-authored article appears in The Economic Record, titled "Do Australian Qualifications Help? The Role of Host Country Qualification on Migrant Participation and Unemployment" (forthcoming).

I had the opportunity to participate the Japan-East Asia Network of Exchange for Students and Youths (JENESYS) Programme 2008. The theme of this programme was "Migration in Asia and Oceania: Towards a Win-Win and Win Scheme for the Origin-Destination Countries and for the Migrants". Australia is one of the main immigrant receiving country in the region and has a long experience of migration. Hence, the two participants from Australia (Peter and I) could contribute and gain much by participating in this programme. Interacting with participants from other countries provided me with an interesting and multi-dimensional perspective to analyzing migration. The perspectives ranged from developing origin countries to developed new destination countries like Japan.

Migration has been and continues to be an important policy consideration for development in Australia. In 2006, almost 24% of the Australian population consisted of overseas born persons and while another 26% of the persons born in Australia had at least one parent born overseas. It is a significant part of the development process for the receiving countries, as seen from the experience of the United States, Canada and Australia, as well as for the sending countries- as demonstrated by Ireland, Italy, India and the United Kingdom. Though migration decision is an individual or a household decision, it has ramifications at national levels. Given this complex migration process, micro in its decision and implementation and macro in its context and importance, identifying a "win-win" situations is a complex task.

During the programme, we benefited most from the expert advice given by Prof. Iguchi. He gave us insightful information on migration from Japan’s perspective and explained us migration-related issues in the Japanese context. Economic and demographic realities in Japan are directing policymakers’ attention towards immigration. However, the structure of the society, social and cultural norms and the embedded institutions result in immigration being a more contentious and difficult issue than in countries such as Australia and New Zealand. This JENSEYS programme, however, also provided us with a window into efforts of some people, governments, businesses and organizations which are active in addressing immigrant's role, contribution and adjustment in the Japanese society. We learnt that local governments like Minokamo City, businesses such as Clara Online and various NGOs are already putting in place structures which support and engage immigrants in Japan. Examples of such agencies and of successful immigrant communities such as Indian community in Yokohama could provide a roadmap to future immigration policies in Japan.

From our group discussions, field trips and interactions with government officials, migrant communities and the wider community, our group identified language proficiency and education to be the most important factors of immigrant adjustment in the destination country. This proposition was also supported by the experience of other participants who worked in the field. Lack of education and language skills can hamper the progress of immigrants in the destination country, curtail the extent of their economic, social and cultural contribution and integration in the society and has consequences for future generations. Addressing education and language skills of immigrants seems to be a truly "win-win" situation for all: immigrants,
destination countries and sending countries. Realizing the importance of these basic skills in the migration process has been the highlight of this programme for me.

I believe that migration would be the next big issue for the Asia-Oceania community. Following the liberalization of trade flows and capital flows in the region, attention is now focused on exploring liberalization and management of labour flows. Here, countries such as Australia, which have long history, experience and research in successful immigration, can contribute to the migration debate and policies. The JENSEYS programme offered me a valuable opening to interact with people and organizations involved and interested in migration.

I am a Labour Economist with particular research interest in immigration and its role in labour markets. JENSEYS programme provided me an opportunity to extend my research to migration in the Asia-Oceania region. Genuine friendships with motivated young people from 15 countries has been an another unexpected but very cherished outcome.

This experience has enriched my understanding of migration in Japanese and wider East Asian context and added to the appreciation of real life issues. My motivation in joining the JENSEYS programme has been to contribute my knowledge of Australian migration with participants from other countries in the region, learn about the specific migration issues from the origin and destination countries and to develop future research and dialogue to study immigration in and across Asia and Oceania. I believe that this programme has lead to multiple benefits for all involved; me, the Japanese community, other participants and has contributed to the debate on migration. This will enhance our understanding, dialogue and better management of migration process, thus resulting in a win-win situation for countries and the migrants.
Immigrants in a Small and Big Nation – Possible Win-Win, But Plenty Needs to be Done

Zasika MUSDI (Brunei)
Journalist, Borneo Bulletin (Brunei Press)

Brunei Darussalam is a small oil-and-gas-rich country in the island of Borneo and is bordered by the two East Malaysian states, Sabah and Sarawak, and the Indonesian state of Kalimantan. Due to its prominent presence in the global oil market – official statistics show Singapore, Malaysia, Japan, the U.S., and China as the leading importers in 2006, Brunei Darussalam is often seen as an ideal central location for foreign investors and workers.

It is presumed that many foreign workers find Brunei Darussalam appealing due to its high standard of living (Brunei’s GDP in 2006 was estimated at B$42,000). Statistics revealed that 33.26% of the total population of Brunei Darussalam (381,371 as of July 2008) are immigrants, mostly from Malaysia, Indonesia, Singapore and India, and make up a significant portion of the workforce. Although nearly 70% of the local population are Malay, English is widely spoken.

Brunei Darussalam also has a great number of expatriates from the UK, Europe and Australia working in high-skilled and specialist jobs such as in Brunei Shell Petroleum and TOTAL; in the main RIPAS hospital and Jerudong Park Medical Centre, a majority of which are from India; and as teachers. These expatriates would normally bring their families with them and stay in the houses designated by their companies or employers, and their children would be sent to the international schools. These international schools educate both foreign and local students equally, expose them to a multi-ethnic environment and give them the ability to practice social coexistence at an early age. Most government schools teach only local students, both of Malay and Chinese background, which could possibly limit their understanding of cultural assimilation.

Nearly every household employs a domestic helper from either the Philippines or Indonesia with a 2-year renewable contract. Some of these domestic helpers have even stayed on for more than 6 years due to personal attachments to their employing families. I personally know of four families with domestic helpers who have stayed with the family for more than a decade, solely due to the kind treatment given by the family, the high standard of living (most, if not all, of these domestic helpers live with the family), and the slight wage increase biannually. Some households even employ more than two domestic helpers.

There have been an increasing number of foreign workers who have continued to work in Brunei even though their work permit have expired or been cancelled. This could be due to their employer’s inability or reluctance to renew it for them, or unwillingness to sponsor the flight back to their home country. Many immigration raids have been conducted throughout the years with the intention of nabbing the overstaying offenders, but it is revealed that some would prefer going to jail and receiving free board and food than to go back to an unemployed status in their home country. Brunei Darussalam takes its immigration laws seriously and would do anything in its capacity to ensure that the country is safe from wayward foreigners, most of whom are deemed unsafe and dangerous. Some of the theft cases since the beginning of the year were committed by foreigners.

Through the Japan East Asia Network of Exchange for Students and Youths (JENESYS) Youth Leadership Programme 2008 under the theme ‘Migration in Asia and Oceania: Towards a Win-Win and Win Scheme for
the Origin-Destination Countries and for the Migrants, I have learnt that immigrants usually flock to a country with the intention of improving their lives and their families. I observed this primarily from the presentations done by the Indian Merchants Association of Yokohama (IMAY) - one of the oldest Indian associations in Japan; the Kanagawa Foreign Resident Accommodation Support Centre where we were told about the Korean residents' plights in Japan; from the lectures at Minokamo City Hall and Toyota City Hall; and the discussion with the caretakers at a nursery home in the Homi Danchi apartment complex.

What I found the most interesting, which I wasn't aware of before participating in the programme, was the presence of Japanese-Brazilian migrants in Japan, and vice versa. Only after I was briefed by Professor Yasushi Iguchi of Kwansei Gakuin University of the Japan-Brazil Immigration Agreement did I understand the situation. I was fortunate to have met one of these third generation Brazilian-Japanese migrants during my travel to Sydney, Australia in June this year. I met a 30-year old Brazilian man, with an Italian father and a Japanese mother, who proudly claimed that he is Brazilian, as both his parents are Brazilian by nationality. He arrived in Australia earlier this year to study English and to travel. He said that he has lived in Brazil all his life and has never visited Japan. Back when I first met him, I thought this was an isolated case, but now realised that people with a multicultural mix such as his is quite common, especially in cities such as Minokamo and Toyota in Japan, and São Paulo in Brazil. In Japan, however, I didn't get to personally speak with any Japanese-Brazilian migrant. It would have been fascinating to compare experiences from both backgrounds.

In Minokamo City, I had a chance to take a picture outside one of the Brazilian schools with some of the teenage students, who were very shy and a bit reluctant to speak to me. One even attempted to speak to me in Portuguese. Fortunately, I was with Hiroaki Sato (one of the other participants from Japan) at the time, who I asked to ask one of the students who could speak Japanese if we could come inside and take a look, but our request was declined.

What I have learnt from visiting these communities was that many of the immigrants, such as second and third generation Japanese-Brazilians, still experience social and educational problems and stigmas despite their long notable existence within the Japanese society. Some of these immigrants have just recently migrated from Brazil, and their children are not educated on the Japanese culture and hence are ostracised and would not be accepted by the local schools. I have learnt that the Minokimo Education Board is still trying to tackle this issue as best as they could through extra classes that introduces the immigrant children to the basics of Japanese culture and education.

As for migrant workers in Japan, we had the chance to see some at the Toyota Motors Factory and the Hitachi Jouei Tech Co. Ltd, but unfortunately didn't get the chance to speak to any of them. It would've been very interesting to find out their personal experience of working in Japan, and also whether their lives have improved or not.

I also realised from the visits that communities play a big role in attracting individuals (for example, a Bruneian student keen on learning Japanese) or a group of individuals (such as the IMAY and the Brazilian community in Minokamo City) into a destination country. It cannot be denied that religious communities are also important. In England, there are noticeable Muslim and Arab communities such as the one on Edgware Road in London; in Belgium, there is a significant Jewish community in Antwerp. In Japan itself, there are a number of organisations that thrive on the development of Muslim communities, one of which is the Islamic Centre-Japan in Tokyo. The organisation has existed for over forty years, and gives Muslims from all over the world the sense of security and belonging they need whilst in Japan - a 'home away from home', so to speak.

Muslims in Japan comprise mostly of Pakistanis and Turks, usually close-knit - typical of Islamic countries. It is natural to assume that a Muslim Pakistani would want to stay within close proximity of the Pakistani Muslim community in Niigata Prefecture if they are very particular about their 'Halal' food and prayers.

Similarly, a Bruneian Muslim would perhaps prefer staying close to where there are shops that sell Halal food owned by Pakistani Muslims in Japan. According to information obtained from the Brunei Darussalam Embassy to Japan, there are currently only 26 students and 5 workers from Brunei Darussalam (most of whom work in the embassy) in Japan; this number is too small to create a formal association, but sharing the same belief as a Pakistani Muslim in Japan makes the Bruneians a part of a wider religious migrant community.

Apart from scratching the surface and finding out more about migration issues in Japan, the JENESYS Youth Leadership Programme also gave me the opportunity to take part in a 'truly Japanese experience'; to balance out the 'serious' side of the programme, I also experienced the 'fun' side. We broke away from our luxurious five star hotels and braved the scorching summer heat to indulge in some visits to places such as the Fukui Prefecture Dinosaur Museum to see some real dinosaur bones; Eiheiji Temple...
to see some real monks and do some real calligraphy, and stayed at the charming Seifusou, Awara Hot Springs to wear the Yukata the real way and sleep the real Japanese way (which, surprisingly, was very comfortable).

My role as a journalist throughout the programme was to observe, and I've observed many interesting things, particularly the positive and negative aspects of migration on the economy, the communities affected and society as a whole, using Japan as a case study. Many of the participants of the programme, some confidently aware of their presence as future leaders in the making, exchanged professional views and asked curious questions, all for the sake of wanting to know more about the current migration situation in Japan. It is hoped that everyone learnt at least something from the programme, and the knowledge obtained was shared with others from their own organisations and community.

The network and friendship I have established with the other participants, and those from the Japan Foundation, has been concrete until now, thanks to the power of the Internet. I foresee many meetings, work or play, in the future with my fellow youth leaders. I would like to thank the Japan Foundation for giving me the chance of a lifetime, and hope to see everyone again some day.
I. Introduction

This is a summary report of my experience as a participant in the JENESYS Young Leaders Program organized by the Japan Foundation from July 17th through 27th, 2008 in Tokyo and other cities inside Japan. Being a foreigner conducting research at the Nagoya University, I am quite aware of some aspects of advantages and difficulties which short-term migrants usually face in the Japanese society. However, not all migrants share the same experiences. It is necessary to look into migrants’ experiences in Japan by first of all understanding the particular environment in which each category of migrants might have come to Japan or decided to settle down.

In the first part, I will look into the historical context of migration in Japan. I will pay particular attention to the issue of education which is one of the positive interventions by the Japanese people in recent years to integrate foreign migrants into the society. Then in the second part, I will briefly look at the Cambodian situation of migration in general. Since there is a serious lack of systematic database of immigrants in Cambodia, the description will be very sketchy. It is only recently that the IOM in Cambodia have started collecting data of Cambodians migrating to neighboring countries in Asia. It will take a long time before a reliable database of migration in and out of Cambodia is established. However, until that would really happen, policies to integrate migrants fully into the Cambodian society will constantly hit moving targets and continue to be hard to achieve anticipated results.

II. Migrants in Japan: Relevancy of the Education System

Foreign migration in Japan started remarkably since the end of the 19th century when Japanese colonization over Taiwan brought Chinese workers into Japan. The number of foreign workers coming from China and Korea, another Japanese colony in early 20th century, continued to increase until the Second World War. In the 1970s, migrants from Southeast and Northeast Asian countries came to Japan to work in the sex industry. Then came the refugees from the Indochinese countries.

Starting from 1979, migrants from Europe and North America increased as they looked at Japan as a new destination for business. The growing labor market in Japan also brought in a large number of Brazilians who constitute the majority of foreign migrants in cities which I visited during the period of this program. In these cities, they out-number Chinese, Korean or other Asian residents by at least more than two times. Though some Brazilians come to Japan as blue collar workers for a limited period of a few years, quite a number of them are actually second or third generation Japanese descendants and become permanent residents in Japan.

Integrating these migrants and particularly their family into Japanese society therefore is important and essential. In cities I visited, Japanese population used to feel uncomfortable with the sudden influx of foreigners into their community. The migrants also found themselves in the middle of largely unfamiliar cultural and social environment. Years of living together in the same community is apparently not a sufficient condition for the distance between the local population and the
incoming migrants to become smaller. The stereotype
preoccupation that those poor blue collar foreign laborers
are more inclined to committing crimes and bringing
disorder to the society could frequently be found among
the Japanese locals. Only by means of fair presentation
of the hard fact that such preoccupation often tends to
be wrong, and by particular adjustment of the education
system to suit foreign migrants’ families and kids, the
Japanese government has managed to integrate these
migrants deeper into the Japanese society. The efforts
included re-adjustment of admission exams for those kids
to have easier access to the elementary and high-school
education system in Japan, and to set up tutorial service
at the schools to facilitate individual kids’ participation in
the courses. In many cases, some local people participated
in such efforts by organizing themselves into volunteer
groups to promote mutual understanding between the
local community and the foreign migrants. In all cities
I visited, these efforts have been generally successful.
We should bear in mind that changing social attitude by
means of education re-adjustment is complicated and
time-consuming.

III. Migration in Cambodia and Efforts to
Establish Facts

Migration in Cambodia has had a long history well before
the colonization period started in 1863. There were
records of people sailing from India, Japan, China and
other parts of Asia for commercial purposes as long as
several hundred years ago. However, migrants during the
colonial era were mostly Chinese, Indian and European
traders and Vietnamese officials who came as assistants to
the French administrators in Cambodia. Many of those
people settled down in Cambodia as permanent residents.
Civil wars which started in the 1970s and lasted for
more than 2 decades have made official recording of the
migration movement in Cambodia extremely difficult.

With the introduction of market economy and deep
integration among countries in the region, cross-border
movements of people from neighboring countries have increased. They include migrant workers in the
construction, entertainment and sex industrial sectors; business migrants; white collar workers in international
organizations, domestic and international firms; and, fishery and agricultural sectors. Given the high level
of poverty and the belated development in capital-intensive industries, the majority of factory workers are
Cambodians. Only some supervisory positions in the
factories are occupied by foreign workers.

Meanwhile, the number of Cambodians migrating
to countries for different purposes in the region has also
increased rapidly. Although the exact number of these
migrants is not known, the IOM in cooperation with
relevant ministries of the Royal Government of Cambodia
has in recent years focused on the issue of labor migrants
and migrants in the form of arranged marriage with people
from other countries in the region.

The “Review of Labor Migration Dynamics in
Cambodia” issued by the IOM Cambodia in 2006 shows
that labor migrants from Cambodia are mostly found
in Thailand, Malaysia and Korea. The total number of
registered Cambodian migrants in Thailand as of October
2005 was 182,007 whereas the number of work permits
issued to Cambodian migrants there as of October 2004
was 104,789. The close to 80,000 migrants reported in
October 2005 may account for the increase of migrant
labors from Cambodian in the period of 12 months
and the number of migrants coming to Thailand for
purpose other than work. Cambodian migrant workers
in Malaysia, as recorded in 1998, numbered 120. The
number then increased sharply in 2000 to a total of 502,
and has been growing subsequently with annual changes
between 573 and 1776. A little more than half of the
Cambodian migrant workers in Malaysia were employed
in the domestic work sector. Cambodian migrant workers
in Korea total 2464 in the period of four years from 2003
to 2006. However, the recorded number of Cambodians
migrating to Korea on marriage visas also grew rapidly
from 72 in 2004 to 1759 in 2007. The situation has been
alarming especially due to increasing reports of domestic
abuse, difficulties in post-marriage life, and in some cases
human trafficking, accompanying the growth of such
cross-border arranged marriages.

The numbers available above are surely small
comparing to the actual number of Cambodian migrating
abroad. They should include also white collar migrants,
and other migrants not falling into the categories of labor
and marriage. Until the numbers and relevant facts are
established, it is difficult to make sound migration policy
to cope with all problems relating to both foreign migrants
in Cambodia and Cambodian migration abroad.

IV. Concluding Remarks: Issue of Education
for Migrants

Cambodia lacks both a strong migration policy for foreign
migrants in Cambodia and the other for Cambodians to
migrate abroad. They are both necessary and equally
urgent in the current context of Cambodia’s integration
into the regional and global market systems. For foreign
migrants, the migration policy is not only to regulate
illegal influx of migrants but also to protect the well-being of legal migrant workers or other categories of foreign migrants settling down in Cambodia. Integration policy is also very important to ensure harmonization of the increasingly multi-cultural society.

Regarding Cambodians looking forward to migrating abroad, it is not enough to merely offer them the better incomes and better life outside of Cambodia. Since a majority of migrant workers and Cambodians in international marriages are from the poor villages and have received little education, extra cares are necessary to prepare them for their new lives abroad. Public debates, training centers and consultative services to be made available at the local levels should be considered.

Although the situation of Cambodia does not resemble that of Japan in most aspects related to migration, the Japanese experience of focusing on education to integrate migrants, strengthening local volunteer groups to participate in the process and the efforts to reduce stereotypical general views regarding foreign migrants in the society will offer important clues to solve some eminent problems in Cambodia. The establishment of clear database to record migration movements is definitely an urgent task which Cambodia should start as soon as possible.

Last but not least, I would like to express my sincere appreciation towards the Japan Foundation in providing me the extraordinary chance to participate in this precious program. I am sure that, this program will not be the ending one, yet, hoping that the best relationship among participants is remaining still for future network development.
Dr. YU received her Bachelor of Arts in Marketing from Lanzhou University in 1998. In 2001 and 2007, she obtained a Master of Arts degree in Sociology from Renmin University, and a Doctor of Philosophy degree in Social Science from Hong Kong University of Science and Technology, respectively. Since 2007, she has been lecturing at Beijing Normal University. Her research interests include Chinese migrant peasant worker and citizenship, labor movement and industrial relations in contemporary China, and corporate social responsibility and corporate governance.

As a young scholar keenly interested in labor migration issue, I take the JENESYS program as a golden opportunity to broaden knowledge and enrich experience in this field.

During the past three decades of market reform, China’s internal rural-urban migration has changed the country’s economic, social, political and cultural landscapes gradually but significantly. The estimated number of Chinese rural migrant workers has reached 120 to 150 million by 2002, taking up over 20% of the country’s total workforce, with this number expected to increase to around 300 million by 2010. Undoubtedly, Chinese rural migrants are backbone labor force for the country’s economic miracle and social development. However, under China’s rural-urban dualistic social structure which is based on a household registration system (hukou), their remarkable contributions are unfairly compounded by the fact that millions of rural migrants are still denied access to urban citizenship rights regarding subsistence, minimum wage, social security service, accident compensation, education, housing, and other social benefits. More seriously, Chinese “migrant labor regime” has provided fertile soil for human rights abuses. Rural-urban migrant workers have been repeatedly spotlighted by journalists for sweatshop abuses, suffering from problems of forced labor, corporal punishment, excessively long overtime, and dangerous and unhealthy working conditions.

Through the learning tour in Japan, I observe that citizenship rights issues of migrants are not unique phenomenon of China’s internal migration, which are also significant in Japan and other Asian countries wherever migration are playing increasingly vital role in the country’s economic, social and political domains. For instance, it is still very common that foreign employees, especially those working in labor intensive industry as trainees, are treated as secondary “industrial citizen” in factories, laboring in substandard working conditions with much less compensation and job security, and being protected by nearly no social safety net. However, hopefully, some large branded-name Japanese corporations have begun to take leadership in launching corporate social responsibility initiatives to provide benefits to their foreign employees, for a consideration of sustainability of human resources. Inspired by the citizenship situation of migrant workers and Japanese corporate innovative CSR response to this issue, I am planning to conduct a comparative study of cross-border CSR practices of Japanese companies in both Japan and China, examining why and how Japanese companies manage the contesting issues of human rights and human resources of migrant workers, in order to keep a fine balance of legitimacy and profitability at both sending and receiving countries. I would like to invite all other program participants from academic community to join in the research project to realize such a transnational research project on labor migration issue.
Migrants in India and Japan: An Effort in Understanding Realities

Kazimuddin AHMED (India)
Assistant Programme Manager, Panos Institute South Asia

Graduated from Jamia Millia Islamia, New Delhi in 1997 with Bachelor of Arts in English Literature, Mr. AHMED obtained his Master of Arts degree in Anthropology of Development, School of Oriental and African Studies, University of London in 2003. He has worked as a Correspondent for Down to Earth, New Delhi, North Eastern Social Research Centre as a researcher before joining Panos Institute South Asia. He is a media/development professional with research interests on issues of borders, migration, identity, livelihood, ethnicity, conflict and resource management.

The history of the Indian subcontinent is intimately linked with movement of people. Diversity and richness of cultures and traditions in the subcontinent can be attributed to the opportunities of interaction of various worlds that these movements facilitated. The spheres of influence of these movements reached significant levels even in political and administrative areas. Contemporary Indian nationalist discourses may use a historicity related to migration to invoke jingoism. But the fact remains that the rulers of the subcontinent who have had most influence, and managed give it the formative shape of what we now call India, were the migrants such as the Mughals who came from Central Asia. Such histories are not rare. Assam, now a federal unit of India in its north-eastern region (NE), experienced its golden period of existence during the Ahom rule of 600 years that shaped most of the Assamese identity. The Ahoms came from what is now Thailand. The historically significant kingdom of Coochbehar in eastern India was set up by migrants. Important as it is to understand the multifarious nature of migration in India, it cannot be fully achieved until one understands the nature of various histories of the subcontinent and the processes of identity formation. This report tries to discuss some aspects of migration in Japan in comparison with India. As most of the professional work of the author is in the NE, many references and discussions in this report are around that region. Although internal migrants will be discussed, the report will largely deal with transnational migrants belonging to a lower economic strata, those who cannot afford to have a passport and have it stamped at immigration.

From shared to exclusive
Shared spaces – be it historical, linguistic, cultural or political – were abundant in what we now call South Asia. Living witnesses of this are peoples, lands and cultures that continue to exist albeit divided by administrative and territorial boundaries of present nation-states. In India and South Asia, these shared spaces started to fade into more concrete administrative spaces during the British colonial period. The colonial rulers further extended the landmass of the Mughal Empire which they inherited, surveyed lands, peoples and resources and started administering them. The exploitative British colonial regime that focused on extraction of resources did not pay much attention to shared relations unless it came as a hindrance. But the seeds of division were already sown with the administrative categories and when the movement to drive out the colonial regime reached a critical level, the administration considered division an appropriate tool to disintegrate the offensive. With certain traditions of division and hierarchy in societies of the subcontinent, this became quite easy and we see these divisions even in contemporary times. The successful tactics of division of the British would ultimately play a crucial role in the birth of Pakistan, large scale migration, related carnage and deep rooted identity questions based on religious and ethnic lines that still manage to shed much blood on a regular basis.

After the transfer of power in 1947 and the creation of India, the nation-building process started in full steam. There were still certain areas of the subcontinent that were not fully annexed to India and were either princely States or principalities owing some allegiance to the British
Migrants in India and Japan: An Effort in Understanding Realities

crown. Many of them declared their status as sovereign after 1947 and refused to be a part of India. But larger politics of integration and assimilation in the subcontinent along with the vision of a new modern India managed to integrate these kingdoms and principalities and the task of nation-building went on for long after India became a republic in 1950. The task of building of India as we know it now was completed only in 1975.

But administrative categorisation of the new India began almost immediately with its birth and more categories were added to those created by the British. Aspiring to become a welfare state, India started identifying backward peoples and started special provisions for them. By now identity formation – not a new phenomenon in the Indian subcontinent – started with a new energy. Caste and ethnic identities were prevalent in the subcontinent historically. The freedom movement of India, while bringing many parts into its fold by trying to create a larger movement against the British, also contributed to realisation of identities. Now many peoples, having been a part of the movement to overthrow the British regime and now dissatisfied with their role in the nation-building process in India, started asserting their identities and stakes within the new nation. Some expressed desire to be independent from the new Indian State.

While India started recognising some nationalities and identities, some were politicked into being a part of the idea of an Indian nation. Both processes of categorisation and politicking started building scenarios of alienation and exclusion – two factors contributing a great deal to the categorisation and imagination of migrants and the consequent attitude and treatment meted out to them. The sub-national identities that emerged out of a process to build a pan-Indian national identity started engaging with the category of the migrant in their own specific contexts and locales, but parallel to the engagement on an Indian national basis.

Locating the migrant in contemporary India

Between October 3 and 8, 2008, nearly 60 people were killed in inter-community violence in Assam. Hundreds others were injured and about 80,000 people were displaced, fleeing either their burning villages or out of fear. The clashes were between the Bodo villagers and Bengali speaking Muslims – the former an indigenous people of Assam and the latter perceived to be illegal Bangladeshi immigrants. Irrespective of political correctness, it is arguably an event with its roots in the anti-immigrant discourse of a nationalist movement in Assam based on indigenousness. This is not the first incident of this sort involving immigrants. The issue of illegal immigrants has been at the helm of political affairs in Assam for 29 years, sometimes involving extreme violence.

Both internal migrants in India and transnational ones from neighbouring countries have been through similar circumstances. In Arunachal Pradesh, another federal unit of India in the same region, much politicking is done on the 150,000 Chakma refugees who are settled here. Originally from Bangladesh, these now stateless people frequently find themselves in the middle of political maelstroms. In neighbouring Mizoram, the case of Chin refugees from Burma manage to kick up a lot of storm on a regular basis, often ending in their harassment and persecution. Next to it, in Manipur, government and non-government agencies are up in arms against who they consider outsiders. Mumbai, the economic capital of India, regularly witnesses tirades against a populace who are ethnically non-Marathi (of the identity associated with Maharashtra and its capital Mumbai) and migrated from other parts of India.

These are existing realities of the migrant in contemporary India and are acted out in the huge theatre of diversity that the Indian subcontinent is. Locating the migrant here is a complex social, political and cultural exercise. Migrants can be categorised into many kinds depending on the nature of perspective. The most relevant perspective in India is embedded in the theory of a nation, both in the larger sense of an Indian nation and the multiple sub-nations. The larger Indian nation is concerned about the transnational immigrant, the one who crosses international borders into India without proper authorisation. It is estimated that more than six million of them are residing in various parts of India. If one asks a politician where identity politics vis-à-vis the migrant is at play, one would hear a higher figure. According to some politicians, more than 20 million Bangladeshi immigrants illegally reside in India, mostly in Assam and West Bengal.

The Bangladeshi is the most ubiquitous term when it comes to attaching an identity to the transnational migrant. Immigration of Bangladeshi nationals to India has been the cord of discontent between the neighbours. With a historicity of administrative divisions building up to the murky politics of power during transfer of power, annexation and reorganisation of federal units of India on linguistic lines, residency and movement of peoples have been recurring themes. This is more acute in Assam and West Bengal, both comprising peoples with contiguous linguistic and cultural traits with Bangladesh.

Drawn boundaries could not stop cross-border
movement of peoples and armed forces of both countries now regularly man the 4095 kilometres of border that exist between the two countries covering five federal units of India. India has also started fencing this border at many places to stop what is termed as infiltration. Positions of both countries regarding this issue ranges from the diplomatic to the belligerent. Clashes between both the border forces are routine and so are talks and goodwill exercises. As Ranabir Samaddar, a leading analyst of migration puts it in an article written in 2003:

"Both countries wish the problem to vanish, both wink at each other, both suffer the nightmare of moving millions of peasantry, both adopt a communal gaze and discriminate in their attitude to these people, and both pray that these 'nowhere people' somehow vanish, giving the political class of the two countries relief.”

As the transnational migrant fits the politics of the larger Indian nation and is discussed at an international platform, the sub-nation is concerned about anyone who is not a part of its identity. The sub-nation does not allow any room for doubt about the migrant irrespective of the location of origin – one coming from Bangladesh or from within India is equally a migrant. Its differences come when engaging with the migrant, which happens at two levels – both at the level that feeds the discourse of the migrant in the larger national context and that of the localised level more immediate to itself. To indicate the complexities regarding categorisation and treatment of migrants, one can look at most places in India where the word migrant inevitably elicits some reaction or the other.

In places such as Assam, Manipur, Arunachal Pradesh, Maharashtra etc., migrants from various other parts of India face regular music from the “locals”. But when it comes to the migrant originating from outside the borders of the Indian State, the tone of the music is a little different. It takes a more serious form, things fall into disarray and, most often than not, violence is involved, allegedly sometimes with full knowledge and implicitness of the administration. There is a distinctive line that is drawn between the citizen migrant and the illegal immigrant and engagement happens accordingly. In case of the latter, the statelessness adds to the woes.

The case of the Nepali speaking populace is one interesting example. With the Indo-Nepal Peace and Friendship treaty of 1950, Nepalese peoples are allowed move freely between India and Nepal and to live and work in India without any special permits. They also enjoy equal rights as the Indians in many areas. Many Nepalese people have settled in various parts of India and in some places even before the birth of the new Indian nation. They are, nevertheless, considered outsiders. The recent anti-migrant debates in Manipur have categorised the Nepali as an outsider and a threat to the indigenous peoples residing there. The other two threats, according to them, are the Bangladeshi and Burmese immigrants. In a scenario where the legal and constitutional rights or even larger concerns for human rights are overshadowed by the politics of identity and belongingness, being a migrant is synonymous with being unwanted and persecuted. If we take this as an indicator, the reality is that India has a significant population of unwanted and persecuted peoples, although numbers may vary in accordance with statistical, popular and imaginative accounts.

**A comparison between migration in Japan and India**

The prime commonality on migration between Japan and India is its existence. The social prejudices prevalent in both the countries while dealing with migrants also reflect the ugly underbelly of these countries and their economic, political and cultural ideals. But it is the differences between these countries that are more prominent and crucial.

Firstly, while the issue in Japan has an emphasis on international migration into the country, the one in India has the additional internal aspect. Japan has been historically antagonistic to outsiders with instances of violence in the past. As evident in contemporary Japan through various experiences of the migrants and their situation in specified quarters of the urban landscape, prejudices and antagonism towards migrants are still widely prevalent. This, however, is applicable to international migrants. The absence of too many fragments in the larger Japanese identity and the homogeneity of Japanese language and culture have helped the migration issue to be singular in nature. In India, however, the plurality of identities, fractures within the nation, and unequal access to resources have given the migration issue a multifaceted character. The hazy picture has also contributed to multiple imaginations of the migrant making issues more prone to manipulation and the migrant more vulnerable.

Secondly, Japan needs migrants despite social obstacles. India does not want migrants. Japan’s need for migrants is in accordance with requirements of human resources to boost its production-oriented economy. A healthy scenario surrounding the migrants in Japan can pay dividends to the economic wellbeing of the country. The understanding that incentives including housing, schooling and other facilities for migrants can add to greater productivity and
economy of the country have prompted city councils in Japan to take steps to ensure the same. Despite critiques, discourses such as multicultural coexistence are being debated in the public domain towards a balanced approach in handling migration and related issues in the country. Debates on migrants in India are normally around the lines of identity loss and relative dispossession of citizens. Its approach towards migrants is influenced by demographic, social, cultural and resource equations and insecurities thereof. The perception – that migration may lead to changes in demographic patterns thereby posing a threat to identities of the various indigenous/local populaces and eat into their resources at a pace leading to fast depletion – drive anti-migrant approaches to a large extent. Decrease in entitlements and livelihood opportunities, inequalities in wealth distribution, large but competitive and exploited unorganised labour and the absence of a regulated labour market with welfare concerns exacerbate fears of dispossession. Posited against such realities, well meaning ideals of a country or its constitution cannot influence larger perceptions that shroud the popular imagination.

Thirdly, agencies of the administration in Japan are working on reconciling the need for labour with social concerns and working towards a better life for the migrants taking cognisance of the fact that migration is a reality of the country. India takes cognisance of the existing reality of the situation in politicking and the approaches of the administrative agencies of India towards migrants are at best reproachful. Officials and members of the administration at migrant populated areas in Japan complain about lack of data on migrants. Despite a pledge to share data with various prefectures, the Central Government apparently has not been able to effectively streamline the procedure. According to members of administration, better data on migrants would enable the city councils and local administrations to address issues of the lives of the migrants and to make proper plans for their welfare. The alliance of 26 Japanese city councils on the issue of migration and its related aspects hope to push this through. Through this alliance, they also want to learn and replicate methodologies and programmes that deal with migrants and their existential aspects.

Political parties, administrative units of the State and NGOs in India demand and debate data on migration in relation to identification and deportation of migrants. There have been various legislations over a period of time aiding this process, some scrapped due to their discriminatory character and scope of manipulation. The illegality associated with the transnational migrant of a particular economic class also prompts the police being involved in this process. There are special courts and tribunals to try these cases. But these tribunals are not without flaws as a proper guideline for such identification is nigh impossible. For instance, the benchmark for identification of an illegal Bangladeshi immigrant is the entry into India after March 25, 1971 (after Bangladesh’s independence from Pakistan). As tribunals try cases of illegality of alleged immigrants suspected and caught by state and non-state agencies, various documents including one’s name in the voters’ list and proof of residency can be used as evidence of legitimacy and Indian citizenship. But the electoral politics of India, being based on numbers and played on identity issues, allow for immense back-door opportunities. In such circumstances, such time-based parameters are rendered ineffective and the identification mostly tends to happen on the basis of imagination of a category. So without any effort by the State to regulate issues around migration, transnational migrants become akin to a social evil.

Last, but not least, Japan has taken a decision to engage with the issue on a regional basis with labour agreements with other countries and trying to regulate migration, albeit with some unaddressed concerns. In a migrant labour oriented economy a key component is welfare-based policies that safeguard rights. Japan’s Economic Partnership agreements with Thailand, Malaysia and Philippines cover issues of labour and migration and these instruments provide a basis for security of rights of migrant populations. Instruments such as the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers bring in an accountability factor to member countries sending or receiving migrants. There are reservations that this declaration may put unskilled workers in a more difficult position for negotiation of welfare and will lead to their exploitation. One can only hope that member countries consider these critiques as being of utmost importance and address these issues with the same ethical and moral responsibility for human rights as it has been with the spirit of signing the declaration. India has signed bilateral agreements with Jordan, Qatar, UAE and Kuwait to safeguard rights of Indian emigrants to these countries. More recently, it is finalising such MoUs with Malaysia, Oman and Bahrain. It is also in the process of negotiating on the same lines with European countries receiving migrants from India. Closer to home, however, India does not have any agreements with the neighbouring countries on the pressing issue of migration. Neither does the SAARC have any instrument that addresses these concerns. About a little more than a year ago, policymakers, academics and experts on migration
met in Kathmandu to discuss these issues. According to a report on the meeting:

“At the regional level, the participants suggested the need to review policy documents and laws and formulate a model policy, establishment of SAARC Task Force on Migration, set up regional standards on collecting data and establish a mechanism to protect their rights.”

What happens, however, is yet to be seen. Bilateral agreements and a regional policy around transnational migration still seems a distant future given the relations of SAARC countries, particularly India and Bangladesh. The nature of transnational migration, issues of identity, local and regional politics and regional power equations in the global race for prominence are some of the compelling factors that have been influencing regional policymaking and will continue to do so. Prejudices and unequal relations in the region are hindrances to the same and rectifying these discrepancies will be a start of an engagement with a fresh discourse.

**JENESYS programme in facilitating understanding of migration realities**

Fresh discourse also need avenues and spaces for debate a comprehension of the varied and finer aspects of migration in its numerous forms and contexts. Programmes such as JENESYS can lead the way in this respect and towards a greater regional understanding. In the age of globalisation, one cannot overlook nuances of various polities and a meaningful existence as peoples or nations need a wider outlook and vision with an inclusive character. In the case of migration, there is a strong need for all countries in Asia to learn from past and present experiences if holistic approaches to address the issue are to be envisioned. There is a need for strong political will to embark on this exercise learning from both mistakes and success stories.

Widening the scope of learning on a larger regional basis too would enhance the quality of experiences and debate, both consequential towards a gainful engagement and better policymaking. For instance, transnational migration in the context of Central Asia after the disintegration of the Soviet Union has a lot to offer in understanding dynamics of migration in a globalised era. Platforms such as ASEAN or SAARC can be utilised at a regional policy level. But migration being a phenomenon with immense social implications would need an involvement of a larger regional and global society in addressing its concerns. It is towards such an effort that intensive educational modules such as the JENESYS programme can be highly effective in raising awareness, providing insights and ultimately influencing opinion and policy.

In the 11 days during which the JENESYS programme was conducted, participants were put through a rigorous routine of academic training and field visits. The effectiveness of the programme, despite its intensive nature, can be attributed to its design, one of its primary strengths. As academic lectures and training exercises tuned one to the current debates on migration in Japan, field trips and interactions with various individuals and institutions gave the participants a chance to look at the realities of these debates. The wide range of interactions that included government institutions, NGOs, educational institutions and the corporate organisations managed to provide a comprehensive picture of the contemporary dynamics of the issue.

The programme also provided, albeit subtly, opportunities for two crucial factors in understanding migration – the social and the cultural. With the interactions and academic training directly looking at migration, one could reflect on contrasts or parallels between Japan and one’s own country. A physical and mental visit to Japanese tradition and culture provided the participant an insight into the Japanese society, the pivotal element for migration debates in Japan.

The choice of participants too for the programme proved to be of great importance. A mixture of people from academia, media and advocacy organisations and from various disciplines contributed to a rich and diverse discussion. While Asia as an entity binds a variety of peoples and cultures, one rarely gets a chance for interaction. Interactions on crucial issues impacting peoples’ lives are fewer. Programmes such as this takes a step forward in facilitating interactions by organising issue-based convergence of Asians. There have been opinions and concerns about follow-ups and about the need for garnering a critical mass that can table crucial issues at local, regional and global platforms and contexts. With the ideas and spaces that JENESYS managed to successfully create, one would expect it to have a long-term vision in enabling peoples of the region to make it possible.
Ms. WIDAYANI was awarded her Bachelor of Arts degree in International Relations, Faculty of Social Political Science, Parahyangan Catholic University in 2003. Since November of the same year, she has been working for Regional Empowerment and International Relations Unit, Employer’s Association of Indonesia (APINDO). Her responsibilities includes maintaining the performance of the organization and facilitating coordination among the Board members, maintaining and developing relationship and empowerment of the APINDO regional branches and carrying out APINDO social & CSR activities which includes migrant labour issues, and the development of SME's and women entrepreneurs.

I. Background
Migration is an undeniable movement that have been going on before the globalization and technology development became as popular as today. People have moved from one area to another due to various factors. Nowadays, migration has become a crucial issue either at international and national level as the awareness of the global community on human right increased. Studies on migration have significantly flourished for the last decades.

The Japan Foundation under the Japan-East Asia Network of Exchange for Students and Youths (JENESYS) Program has conducted East Asia Future Leaders Programme on migration issues from July 17 to 27, 2008 in Japan. The program was focused on economy and society, taking Japan as a case study for discussion.

This paper is a report of what were learnt during the program, detailed information on migration in Indonesia and opinion on the Win-Win Scheme for migration particularly in Asia and Oceania. Although there is no universal definition on migration, in order to maintain the focus of this paper, concept of migrant in this paper refers to definition recommended by the UN Secretary General his report on “Demographic and Social Statistics: Demographic, social and migration statistics” to the 29th session of the Statistical Commission in 1997. It says “Long-term migrant: a person who moves to a country other than that of his/her usual residence for a period of at least a year (12 months)”¹. Therefore, domestic migration from one island to another within a country will not be emphasized in this paper.

II. Migration in Indonesia
Historically, international migration has been an ongoing process for a very long time in most parts of the world, including Indonesia. In the past, Asians from China, Arab and India have migrated to Indonesia followed by the coming of the Europeans in the colonial period.¹ On the other side, there was also a wave of migrants from Indonesia abroad. Natural resources, religion dissemination, education, conflict, war and employment were dominant motivation for those who immigrated (outbound migration) or emigrated (inbound migration). In the Dutch colonial period, thousands of people, particularly Javanese were recruited to work as plantation workers in coastal areas of Suriname in Central America, in Caledonia in the South Pacific, and also in Vietnam. Some of them did not return to their homeland.

During World War II, 200,000 Javanese were conscripted to work as forced labourers around Southeast Asia and as many as 6 million people were internally displaced during the subsequent independence revolution. Meanwhile, there was also movement of migrants from Indonesia to the neighbouring countries such as Malaysia, Singapore, Philippines, Brunei Darussalam and Papua New Guinea to avoid conflict and to find better living. It has led people from Indonesia spreading to various islands outside the country. In Papua, most people involved in migrations are political migrants who were involved in Anti-Indonesian

¹ Chinese, Arab and Indians who have lived permanently in Indonesia developed their community and networks in the country. Today, in some areas we can find Kampung Arab, Kampung India and Pecinan (China towns). “Kampung” refers to village, small community of people. These communities are usually located in the capital of the provinces.
government movement and those who were forced into refugee in Papua New Guinea. Moreover, there were also a number of migrants from Indonesia to Australian, American and European continent.

Nowadays, international migration has been increasing for the last decade. Migrants from Indonesia are dominated by migrant workers who work abroad on contract basis, usually two year period and can be extended. Even so, there are smaller number of Indonesians who migrated abroad for education and marital purposes.

The slow economic growth, less investment, rapid increase of population and labour force are the main factors of the high number of unemployment in Indonesia. Million of young people enter the job market each year, but many do not get absorbed by the industries. The workforce in February 2007 reached 111,477,447 people and this continues to grow. Having GDP per capita PPP of about USD 3,843 in 2005, Indonesia is categorized as developing country and tends to be a poor country. The economic pressure makes migration as an attractive alternative for many.

The pattern and trend of Indonesian labour migration has significantly changed since the 1980s. Before 1980, most of migrant workers from Indonesia went to developed countries outside Asia (mainly to the United States of America, Europe and Australia), but thereafter, the destination has been mainly to other Asian countries. Today, Malaysia and Middle-East countries are the dominant destinations for Indonesian migrant workers. The Basic New Economy which led to the success of Malaysian economy as one of New Industrial Countries in South-East Asia, cultural similarity and relatively short distance have attracted many Indonesians to migrate to Malaysia. Meanwhile, economic development in some Middle-East countries enhanced demand of labourers. As income and living standards rise, the consumer demand for services, such as domestic and restaurant help and discretionary health service, has grown rapidly in the country. They have to rely on immigrants to meet the growing service demand.

In general, Indonesian migrant workers are mostly unskilled or semi-unskilled. Men mostly work in agriculture, construction, manufacturing or transportation. Meanwhile the women mostly work as domestic workers or caregivers. In Malaysia, Indonesian migrant workers are dominated by men, and Middle-East countries are dominated by women. From among the deployment of Indonesian migrant workers in Middle-East countries in 2007, 74% of them work in informal sector. Meanwhile, in Asia Pacific and America, the percentage of Indonesian migrant workers who work in formal and informal sectors were quite balanced. This is due to migration policy in the respective countries, especially Japan and America that do not allow unskilled labour migration. According to International Organization of Migration (IOM), Indonesia is one of three countries in Asia together with the Philippines and Sri Lanka, which deploy more female than male migrant workers.

Migrant workers from Indonesia mainly have low education, which is the basic reason for the lack of awareness of their rights and obligations. Therefore they are vulnerable to violation and forced labour by the employers and also by the recruiters. Protection from the authority is also not sufficient even though the government has taken serious efforts. This is due to the high number of illegal migration practices.

Many labour migrants from Indonesia do not pass the official procedure and undocumented. Ministry of Manpower recorded number of people who migrated through official channel in 2007 accounted for 919,760 people. It increased from 712,160 in 2006. However, the figure at any times is greater than the recorded one. Estimate puts the figure of Indonesian migrant workers abroad as high as 4.3 million in 2007. In addition, human trafficking and smuggling is also colouring the migration in Indonesia. Illegal and undocumented migrants are easy target for trafficking in person. It is difficult to estimate the number of human trafficking or smuggling as it goes underground. It has been a ‘dark’ phenomenon of international migration.

In 2004 the government of Indonesia issued a Law on Placement and Protection of Indonesian Migrant Workers which is aimed to improve the condition of Indonesian workers condition through better management and mechanism, skill development and advocacy. The law is also aimed to reduce illegal and undocumented migrant workers. Since March 2007, all operational activities of Indonesian migrant workers placement became

---

2 Asia Pacific Migration Research Network (APMRM) notes that International migration flows in Indonesia will continue to increase in the future due to limited job opportunity, the increasing average level of education, proliferation of mass media, easier and cheaper access to overseas countries, and developments in global and national transport systems.

3 Indonesia is the largest archipelago country in the world comprises 17,508 islands and 1,811,831 sq km land area. The population in 2008 is estimated 237,512,355 with 1.1% of growth rate.

4 Statistics provided by Ministry of Manpower and Transmigration of the Republic of Indonesia.

5 2007/2008 Human Development Index Rankings

6 Migration in Indonesia: Fact and Figures, IOM Jakarta.
under a specific institution named National Agency for Placement and Protection of Indonesian Migrant Workers (BN2PTKI). It is an authority mandated to coordinate the placement and the return of migrant workers as well as providing information and training to migrant workers. The agency is also working closely with the Ministry of Foreign Affairs to develop harmonious bilateral relations with destination countries.

As for the emigration, work permits for foreign workers in Indonesia are issued to foreigners who have certain skills which are not available in the Indonesian labour market. Ministry of Manpower recorded 74,787 foreign workers have obtained work permits in Indonesia, 64% of them are located in Jakarta. However, it is not including those who misuse their tourist or temporary resident visas to gain employment within the country. The Ministry of Manpower estimates that about 50,000 foreigners have misused their visas. The national legislation regulates five year maximum for employment contract term and it can be extended for another five year. Although Indonesia is inclined to be the origin rather destination country, foreign employment within country should be managed carefully as well.

III. Lessons learnt from the JENESYS Young Leader Program (Personal Experience)

Early May 2008, I was contacted by a staff of the Embassy of Japan in Jakarta, who offered me the opportunity of being nominated by the Japan Foundation Jakarta to participate in JENESYS Young Leader Program: “Migration in Asia and Oceania: Towards a Win-Win Scheme for the Origin-Destination Countries and for the Migrants themselves” to be held in Japan from July 17 to 27, 2008. Likewise, I spontaneously said yes! In spite of the chance of getting back to Japan (after my last visit in April 2006), the topic is very challenging and relevant to my current job. I work for Indonesian Employers’ Association (APINDO) which deals with employment issues as such labour migration. It is indeed the main motivation, to improve knowledge on migration issues particularly in Asia and Oceania that enable me to contribute more to the organization.

The program was participated by nineteenth prospective youths from fifteen countries consisting of ASEAN (Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines Singapore, Thailand and Vietnam), China, Japan, Australia and New Zealand. They are expected to continue playing a leading role in such fields as academics, politics, government services, business, journalism, and NGOs. Having known them, I’m sure they are the future leaders.

The whole program was amusing and well-managed so all of the participants missed Japan and the program after they returned to their respective country. The Japan Foundation Team as the organizers and Professor Iguchi Yasushi as the Program Advisor have successfully mixed lectures and joys as well as migration and Japanese cultural historical knowledge.

We experienced to be in national, in business attire, in casual and even in Yukata, a pretty traditional Japanese dress during the program.

The program took us to meet the Indian Merchants Association of Yokohama (IMAY), the Ministry of Economy, Trade and Industry, Kanagawa Foreign Resident Accommodation Support Centre, Minokamo

---

7 Ministerial Decree No. KEP.228/MEN/2003 on Procedures for Legalization of Foreign Workers Utilization Plan.
8 Dr. Yasushi Iguchi serves as a Professor at Kwansei Gakuin University. He is also a Special Member of the Council on Regulatory Reform, Japan.
9 IMAY was established in 1921. It is one of the oldest Indian associations in Japan.
10 The Ministry of Economy, Trade and Industry has developed Asia Human Resource Fund Program as part of Japan’s HR Strategy.
11 It is a Non-Profit Organization that provides support to foreign residents to find accommodation and assists "old comer" Korean foreign residents.
Ida WIDAYANI

Education Board\textsuperscript{12} and Toyota Motors Factory, Clara Online Inc, Hitachi Jouei Tech Co. Ltd., Nursery School in Homi Danchi\textsuperscript{13}. We also had the chance for courtesy call and discussion with the Mayor of Minokamo and the Vice Minister of Foreign Affairs. In addition, we also experienced visits to Ichijou Asakura Feudal Lord House, Yokohama Chinatown\textsuperscript{14}, Fukui Prefecture Dinosaur Museum, Tojinbo, Hot Spring Hotel, Tatami bed and boat trip on the Kiso River “Nihon Rhine Rapid Ride” as well as different foods. We also had a chance to study Japanese Calligraphy, all exciting moments.

![Learning Japanese Calligraphy at Eiheiji Temple](image)

Toward all activities within the program, I value the following lessons learnt:
- Sustainable and more developed networks among participants and parties involved in the program.
- Japanese history, culture and lifestyle.
- New comprehension on social coexistence among Japanese society, Japanese companies and migrant workers.
- The Japanese Government’s policy to attract international students and skilled labour migration.
- Knowledge-sharing on migration in the participating countries and other issues and interest among the participants.

IV. Win-Win Scheme for the Origin-Destination Countries and for the Migrants themselves

More liberalized movement of labour, combined with the region’s already significant growth, has the potential to alleviate excess demand for labour, create decent and productive jobs for millions, and facilitate further economic growth.\textsuperscript{15} However in order to achieve win-win scheme that is beneficial for origin and destination country, cooperation between the countries is essential. In spite of the human right aspect, fairness and openness for international service movement should be considered. The tendency of increased selectiveness in labour immigration policy that adopts a more open policy for professional and highly skilled foreign workers is acceptable. However, the growing needs of service require the employment of semi-unskilled labour migrants. It is a challenge for origin countries, such as Indonesia to equip the migrant workers with the relevant skills in order to upgrade themselves and the employment benefit. Competency requirement for certain jobs should be strictly followed.

V. Action Plan after the Program

After participating in the JENESYS Program I’m planning to conduct information and experience-sharing on the program and what I have learnt in Japan during the program. This activity will be done in the APINDO secretariat meeting. This kind of information and experience-sharing meeting used to be a routine activity by the Secretariat. Therefore, I would like to encourage restarting this tradition. I also communicated with the Japan Foundation Jakarta on the similar forum held in the Japan Foundation Jakarta office. This Individual Report/Paper will also enrich APINDO’s Website and will be reference for APINDO’s document on migration issue.

VI. Special gratitude

The JENESYS Young Leaders Program is a very useful and interesting program. I, therefore, like to convey my gratitude and appreciation to the parties who made this happened:
- Japan Foundation Tokyo Team (Mr. Tadashi Ogawa, Mr. Satoshi Hasegawa, Ms. Mika Mukai, Mr. Yojiro Tanaka, Ms. Mariko Mugitani, and Ms. Shuko Ebihara) and Mr. Takeo Shimizu A.K.A. George as escort guide for the hard work, hospitality and patience in organizing the program.
- Professor Yasushi Iguchi who have coordinated the program and gave us remarkable lectures.
- Japan Foundation Jakarta Team (Mr. Dipo Siahaan and Ms. Ayumi Hashimoto) who facilitated me to the Japan Foundation Tokyo and supported me in the preparation.
- Mr. Satoshi Doi, First Secretary of the Embassy of

\footnotesize{\textsuperscript{12}Minokamo City is a small city with a population of approximately 54 thousand, of which 10.2% are foreign residents, with an area of 87.6 sq km.} 

\footnotesize{\textsuperscript{13}It is an apartment complex where more than 50% of the residents are Japanese-Brazilian.} 

\footnotesize{\textsuperscript{14}China Town in Yokohama is recognized as the second largest china town in the world after San Francisco.} 

\footnotesize{\textsuperscript{15}Asian Development Outlook 2008, Migration: A win-win proposition}
Japan in Jakarta who recommended me the program.

- Mr. Sofjan Wanandi, Mr. Djimanto and Ms. Shinta Widjaja Kamdani, Chairman and Deputy Chairman of APINDO as well as Atikah, International Relations Officer of APINDO who supported and enabled me to participate in the JENESYS Program.

- All institutions and companies we visited in Japan. Thank you for sharing the thoughts and information.

- All JENESYS Program (Migration) Gang: Xiaomin, Carmela, Hung, Duongsy, Hun, Jacqui, Thida, Kazu, Katrina, Edmund, Zee, Peter, Jaai, Emma, Sae, Hiro, Yuki and Eri. I love you all.

VII. References

2. Tirtosudarmo, Riwanto, The Political Dimensions of International Migration: Indonesia and Its Neighbouring Countries,
Importance for promoting exchange between migrant populations and Japanese

Eri ISHIKAWA (Japan)
Secretary-General, Japan Association for Refugees (JAR)

Ms. ISHIKAWA obtained her Bachelor of Law from Sophia University in 1999. She volunteered in organizations, such as Amnesty International and Japan Civil Liberties Union and worked in the private sector before joining Japan Association for Refugees. She is now Secretary General of the association, responsible for the management of the organization and the operation of helping refugees apply for asylum in Japan. She is interested in the protection of the victims of forced migration in Japan and abroad, and issues of the movement of people and their protection especially under the international law.

As a NGO staff working for the protection of asylum seekers and refugees in Japan, I took the opportunity to participate the JENESYS Programme “Migration in Asia and Oceania: Towards a Win-Win and WIN Scheme for the Origin-Destination Countries and for the Migrants themselves” in order to identify the variety of actors namely National Government, Local Government, Company, NGO/NPO, Migrants Group, and seek for good practices on their relations.

Japan is one of a few countries in the Asia region which has joined the Refugee Convention (1951 Convention Relating to the Status of Refugees and its 1967 Protocol) in 1981 and established the asylum procedure defined in the Immigration Control and Refugee Recognition Act which took effect in 1982. At the end of year 2007, 5,698 people have applied asylum and 451 were granted refugee status, and 522 got visa on humanitarian ground.

Through my experience of helping asylum seekers and refugees and working in the Shinjuku City where more than 10% of the population are foreigners, I have realized that there is certainly a trend that their stay in Japan has become longer and their needs are not limited to asylum application but also variety of social needs, namely child birth, nursing, primary education for their children. Many of them have established their community and begun to interact with Japanese society in many ways. For example, a refugee group from the Middle East recently established the organization which aims for cultural exchange with Japanese. Other groups such as from Asian countries also have begun to establish their community and try to work for their self support, welfare and so on. So, I am really interested in the work of community of foreigners and how do they interact with various actors in the local community in the so-called “Shu-ju toshi” (foreigners intensively-living areas).

During the JENESYS Programme, we had many opportunities to visit the places and meet with various actors related with migration. Through the site visits or exchange opinions with participants, I could get many good practices of interaction between Japanese and migrants in Japan. For example, some companies organize social gatherings between migrant workers and Japanese.

Recently, Dr. Shizuyo Yoshitomi has published the book titled “Multi-Cultural Co Existence and the Power of the Community –Is Self-Help group free from ghettoization ?.” The term “Ghetto” seems really strong but it might reflect the reality of current situation of Shu-ju toshi. When I visited one of the “Shu-ju toshi”, I had an impression that foreigners living here would not need to speak Japanese in their daily lives since they can do most of their daily lives without using Japanese, such as

Chart: Trends of asylum application and recognition numbers

Through my experience of helping asylum seekers and refugees and working in the Shinjuku City where more than 10% of the population are foreigners, I have realized that there is certainly a trend that their stay in Japan has become longer and their needs are not limited to asylum application but also variety of social needs, namely child birth, nursing, primary education for their children. Many of them have established their community and begun to interact with Japanese society in many ways. For example, a refugee group from the Middle East recently established the organization which aims for cultural exchange with Japanese. Other groups such as from Asian countries also have begun to establish their community and try to work for their self support, welfare and so on. So, I am really interested in the work of community of foreigners and how do they interact with various actors in the local community in the so-called “Shu-ju toshi” (foreigners intensively-living areas).

During the JENESYS Programme, we had many opportunities to visit the places and meet with various actors related with migration. Through the site visits or exchange opinions with participants, I could get many good practices of interaction between Japanese and migrants in Japan. For example, some companies organize social gatherings between migrant workers and Japanese.

Recently, Dr. Shizuyo Yoshitomi has published the book titled “Multi-Cultural Co Existence and the Power of the Community –Is Self-Help group free from ghettoization ?.” The term “Ghetto” seems really strong but it might reflect the reality of current situation of Shu-ju toshi. When I visited one of the “Shu-ju toshi”, I had an impression that foreigners living here would not need to speak Japanese in their daily lives since they can do most of their daily lives without using Japanese, such as

Chart: Trends of asylum application and recognition numbers
shopping, and working.

The number of refugees is rapidly increasing in Japan and quite a few communities with same/similar background have established recently. I really would like to facilitate the Interaction between Japanese and foreign community members so that not to create another “ghetto” in Japan but to create multiculturalism in the community.
An attitude towards migration issues

Yuki NAGANO (Japan)
Staff, Kansai NPO Alliance

Educated at Nara Women's University between 2000 and 2007, Ms. NAGANO received Bachelor of Arts and later Master of Arts in Literature, with a focus on Environmental Sociology. She also studied at the University of North Carolina at Greensboro as an exchange student for one academic year. From January 2007, she has been working for Kansai NPO Alliance. She has managed a project creating a committee among various organizations to support foreign students and returnees to enter high school in Osaka.

Having an open mind for unfamiliar things gives us an opportunity to realize new ideas. Participating in Japan–East Asia Network of Exchange for Students and Youths (JENESYS) Programme was a great chance for me to realize how one's attitude can change their own society again. It is important to have an attitude that is accepting of what is different from your own and try to understand its difference. In order to reach this finding, I had many discussions with participants who have rich experiences in the area of migration.

Our society consists of many different people. People in destination countries and also migrants, all compose one society. Since they both will become members of that society, both need to make an effort to understand each other to make their society better. Achieving this ideal situation with an attitude of accepting diversity is going to be important.

From January 2007 to March 2008, I coordinated a project supporting returnees and foreign students in their school life in Osaka prefecture. This project was carried out by a wide variety of staff such as teachers from elementary schools to high schools, staff of international associations and NPOs, people from municipalities' board of education, translators and so on. This diversity had a lot of meanings for our project.

The number of returnees and foreign students who need support studying in Japanese, which is not their mother language, in elementary and junior high schools, is 1,117 within Osaka prefecture, according to a statistic by Osaka Prefectural Board of Education in 2006. Their mother tongues are mainly Chinese, Vietnamese, Portuguese, Tagalog, Spanish and Korean, and also other languages not mentioned here. The percentage of those returnees and foreign students going to high school after finishing compulsory education is about 84% in Osaka prefecture in 2006. This number is higher than those percentages of returnees and foreign students going to high school in the other parts of Japan, but it is still lower than the number of Japanese students, which is more than 97% now.

We examined what elements led them not to go to high school after compulsory education and what kind of things they worried about in school life. Our research showed there were three particular reasons they decided to give up high school, which were different from the Japanese students.

1. Returnees, foreign students and their families have difficulties getting information about careers because of the language barriers.
2. Understanding the Japanese educational system is not easy for them without help, because their educational systems back home are different from the Japanese system.
3. There are very limited opportunities to talk about their worries with school life and their careers in their own languages, and to share their experiences with people who have similar experiences on a daily basis.

In Osaka prefecture, people from different sectors have worked in collaboration with each member to decrease these stressors and anxieties and prevent the situation which causes these children to give up obtaining future education. What we focused on in this project was networking.

In regards to networking, we had seven local councils divided by geographical areas within Osaka prefecture. The
An attitude towards migration issues

Although it requires us more time, economics into consideration in discussing the creation of a unique Asian system for migration issues is valuable. Taking our backgrounds such as histories, cultures, or - Through all the activities

In managing organizations or groups, regardless of their scales, an attitude of accepting diversity is significant and necessary.

In our group discussion, we focused on basic rights and needs as a human being and are reminded of the truth that people are important. We found it important to rediscover our “truths” in order for us to re-examine our attitudes. Basic rights and needs are sometimes neglected when problems become complicated. A person has the possibility and power to create and manage his or her own society. Regardless of how big and complicated the problem is, considering the individual is needed and vital. Many participants of this programme seemed to have more interests in or focused on the issues related to the individual or people, which might require more time to achieve certain results, such as individual aids, human rights, education, human capital, etc. This fact encouraged me to keep doing what I have believed.

“Multicultural co-existence” is a new idea and well-used word recently in Japan to explain a situation that people both in origin and from destination countries live together respecting each other. The definition of “Multicultural co-existence” is still ambiguous, and this is different form Multiculturalism, Integration or Assimilation. However our group tried to understand this concept, we could not have enough time to reach to some answers for what “Multicultural co-existence” should be. But with very optimistic perspective, I would like to say we will have a lot of possibilities to work towards a “multicultural co-existence” society in the future. Now I know many people who are working hard for migration issues in Asia and Oceania, and are willing to generate a new scheme in migration issues in this region.

I was raised in a typical Japanese family and society. I could say that my identity is Japanese without hesitation, but I also realize so many identities that exist within myself. For instance, even among Japanese people, we find people living with disabilities, chronic illnesses, people with different jobs, ages and sex, who live in different areas. It is difficult to say Japanese people should be a certain way. The important thing is to realize that who he or she is, is not defined by what his or her nationality is, what languages he or she speaks, or what he or she looks like. I do not think the cause of migration issues is only “cultural” issues. These should be considered as common issues among human beings. We should pay attention to fundamental elements and problems hidden by the surfaces of “cultural” issues, when we think about...
migration issues.

Here is one story that I experienced in the JENESYS programme. I like a song “Yue Liang dai Biao Wo De Xin (The Moon Represents My Heart)” by Teresa Teng, and some of participants also like this song. We have lots of differences such as nationalities, mother tongues, or cultural backgrounds, but we have a common taste in our favourite song, which means our interests are very similar regardless of our many differences. We should not be confused by the dissimilarities which are easy to see, but we should try to find out our similarities. In accepting our diversity, it is vital to realize similarities among people with various backgrounds and to understand them little by little. Every step seems to be a very small one, but I believe continuing in these small steps will make great changes in the future.
A New Immigration Trend and Educational Issues in Japan

Hiroaki SATO (Japan)
Senior Fellow, Japan Research Institute / Project Manager, Asia Pacific Institute Promotion Council

Mr. SATO holds Bachelor of Arts from Waseda University (1998) and Ed.M. from Harvard University (2004), and is currently working as Senior Fellow at Japan Research Institute and Project Manager at Asia Pacific Institute Promotion Council. He previously worked at The Bank of Tokyo-Mitsubishi and Mitsui Global Strategic Studies Institute. His academic expertise is symbol anthropology and education policy, and is presently conducting fieldwork on non-resident Indians (NRI) in Japan.

According to the statistics on the foreigners registered in Japan, issued on August 20, 2008, by Japan Immigration Association, the number of registered foreigners in Japan, as of end of 2007, was 2,152,973, a 3.3% increase from the previous year (and a significant increase from 941,005 in 1988, 20 years ago). In the ranking of the number of registered foreigners by prefecture, as shown in the Chart 1, Tokyo keeps the No. 1 position with 382,153 residents, and is followed by Aichi (222,184) and Osaka (211,758). It is important to note that Aichi has overtaken Osaka since the previous year.

One of the significances of this reversed ranking is that there has been a change in the nationalities of those foreigners residing in Japan. As shown in the Chart 2 below, Osaka, on one hand, boasts a large number of Korean (South and North Koreans) and Taiwanese nationals—and their descendents—to whom Japanese government, in compliance with the Immigration Control Law, has given special permanent resident status (Tokubetsu eijyusha, which, endowed to those who are expatriates living in Japan on or before September 2, 1945, and are under the protection of peace treaties). Aichi, on the other hand, has received a large number of South Americans, mostly Brazilians, who have been given regular resident status (Teijyusha which, endowed with the authorization from the Minister of Justice, allows them to reside and work in Japan for a period not exceeding three years).
This increase in the number of South Americans with permanent resident status can be best attributed to the fact that, due to the revision in the Immigration Control Law in 1990, up to the second- and third-generation descendants of Japanese who have migrated to Brazil, Peru, etc., can obtain regular resident visa with no restriction for working in Japan. In the 1990s, Japan was relatively wealthier and thus offered better working opportunities than their native countries. In addition, the above deregulation in 1990 stirred up an influx of South American workers, who visited and worked in Japan for a few years, and with sufficient money saved, returned to their home country. As of the end of 2007, the number of immigrants from Brazil and other South American countries has increased, albeit additional requirements for issuing the visa that were enacted in 2006.

Hence, one thing is certain from this statistics: previously, when we talked about immigration issues in Japan, we used to think mostly about South and North Koreans. However, it has become imperative now to take into consideration those foreigners, such as those job-seeking Brazilians who reside in Japan with the purpose of securing employment in a global setting, in discussing the issue of immigration in Japan.

One of the serious issues related to immigration is education given to children of registered foreign residents since those immigrants are not familiar with Japanese language and culture. A recent research has pointed out that those immigrants' children are not necessarily receiving sufficient education because of the language barrier, and because of the fact that they often think of going back to their countries in a matter of few years.

According to Japan's Basic Education Law, all Japanese citizens have the obligation to provide their children aged 6 to 15 with compulsory education (up to middle school). However, this law does not apply to foreign residents, who are not Japanese citizens. It is needless to say that Japanese elementary and middle schools accept the children of foreign immigrants, when they receive such requests from their parents due to the above-mentioned law.

Between the year of 2004 and 2005, the Ministry of Education, Culture, Sports, Science and Technology (MEXT) conducted a research on school attendance for non-Japanese-native children (6 to 15 years old) at one prefecture and 11 cities (Shiga Prefecture, Ota City, Iida City, Minokamo City, Kakegawa City, Fuji City, Toyota City, Okazaki City, Yokkaichi City, Toyonaka City, Kobe City and Himeji City) where there are many foreign residents from the South America such as Brazil and Peru. The research showed that 60.9% of the foreigners' children go to Japanese public schools, 20.5% of them go to international schools, 1.1% of them do not attend any schools and 17.5% of them were not able to be interviewed by the research. When asked the reason for not sending their children to schools, with multiple responses possible, their parents most commonly responded that "we do not have money" (15.6%), "we do not understand Japanese" (12.6%) and "we will soon go back to our home country" (10.4%).

As a part of JENESYS Program, I conducted field surveys at Toyota City, Aichi Prefecture, which was ranked second (behind Tokyo) in the number of registered foreigners in 2007. Toyota City is located 20 to 70km east from Nagoya. It is in the heart of the third largest Japanese region in terms of economic activities, and has the population of 420,000. Toyota Motors have their headquarters in this namesake city, and there are many automotive parts factories scattered around, giving the city a nickname “The City of Automobiles.” The revision of the Immigration Control Law in 1990 has brought the increased number of immigrants from Brazil and other South American countries. As shown in Chart 5, the number of registered Brazilian residents in Toyota City grew from 96 in 1989 to 16,005 at the end of 2007.
According to the interview to a municipal official, the field survey on school attendance of Brazilian children, conducted in August and September 2005, revealed that there were 1,220 children at ages subject to compulsory education (6 to 15). Out of these, 578 attend Japanese public schools, 195 attend Brazilian schools in Japan, 11 do not attend any schools, and 347 remaining are unknown. The public schools accepting Brazilian children said they face various problems, such as not getting used to the schools due to language barriers, cultural and life style differences. They expressed concerns that many, if not most, parents are indifferent because they do not have space of mind to worry about their children’s education. In addition, even local governments have opened up Japanese-language classes to help these children catch up at schools, however, these classes are insufficient to provide them with the best support due to lack of funding.

On the bright side, non-profit organizations (NPO) and volunteer workers are helping to improve this situation. In fact, according to the field survey conducted at a kindergarten in the town of Homigaoka, where indeed 3,984 out of the total town population of 8,891 are Brazilian residents, housewives from nearby are invited to the kindergarten to study Portuguese language and to take care of toddlers who do not understand Japanese language.

This fieldwork conducted in Toyota City has made it possible to see the current situations of working immigrants from around the world. Also, the migration issues are not able to be solved by one host country alone, and needed to be tackled by both sending and receiving countries. In order to solve the education problems of immigrants’ children, it will be necessary for diverse stakeholders such as government officials, municipal officials, teachers, parents, children and volunteers in both countries, to collaborate together.

It is my opinion that Japan, as a country which has ratified the convention on the protection of children’s rights to study in 1994, should take leadership in dealing with issues of immigration that have occurred all across APAC. I myself, as a researcher, was able to obtain networks with my colleagues in APAC region through JENESYS Program, so I would like to continue my efforts on surveys and researches with a new perspective. I will commit myself to continuously exchanging information and holding open discussions through the Internet and other means of communication. By sharing discussions and accumulating knowledge base, I believe, we will be able to create a platform upon which we can work on solving not only the education insufficiencies but also other immigration issues in APAC region through mutual collaboration.
Future Japanese policy towards immigrants: Multi-cultural education for Future Asian Integration

Sae SHIMAUCHI (Japan)
M.A. Candidate, Waseda University, Graduate School of Asia-Pacific Studies / Part time lecturer, Morning Edu, Inc.

Ms. SHIMAUCHI graduated from Waseda University with a Bachelor of Arts degree in Western History in 2005 with a year of study in Leiden Universiteit, the Netherlands. She is now a M.A. Candidate, Waseda University, Graduate School of Asia-Pacific Studies, majoring in international relations. She also teaches Japanese and social science subjects to non-Japanese, mainly South Koreans, preparing for entrance exams into Japanese Universities, part time. As a photographer, she has traveled over 50 countries, and has had over ten individual photograph exhibitions in Tokyo and Kyoto.

On the historical perspective, assimilationism evolved from colonialism in the imperialistic period. Multiculturalism and cultural relativism were observed in the advanced countries for a prolonged time after the WWII. Through active communications, similarities and differences among countries were compared, thus value in integration has become a major ideology upon national principles. In recent years, regional integration in Asia has been frequently discussed; meanwhile, Japan has focused on economic, political, cultural and other perspectives reinforcing for Asian integration. However, Japan is still far behind to be considered as a multicultural society. In my opinion, to establish regional integration, which positions as a super-ordinate concept on the ground of multiculturalism, Japan will require several reforms.

I have been working as an instructor of Social Science and teaching Korean students, who want to be enrolled in universities in Japan. Through the current working experience, I am able to understand the problems that international students face and their thoughts on Japanese society and expectations towards the Japanese government. Many foreigners suffer from the intolerance of Japanese society, especially toward people who come from Asian countries. In Japan, substantial discrimination which has its roots in pre-war is still prevailed among Japanese nationals and people are not conscious about their intolerance inherited by “Japan Exceptionalism”, which makes Japanese people not relate themselves to Asia. Even some politicians made discriminatory remarks and accused of politically incorrect comments. When Asian Integration comes in to discussion, we need to embrace the concept of so called “Asian Value”; however, Japan is still far away from making these discussions.

In terms of a multi-ethnic society, foreign labors, international students, and people from overseas would visualize living in Japan and blend into the society with their original cultures. Nevertheless, minority issue in Japan reiterates constantly, a sense of discrimination and social structure among the majority in Japan can still be observed. Throughout the JENESYS program, I have observed difficulties or awkward moments caused by difference in culture and language among multi-national members and local Japanese. As a Japanese citizen, it seems to me that Japanese are not open-minded enough to foreigners, especially when they do not speak Japanese. Currently, Japan faces issue as an aging society coupled with low fertility rate; supply of workforce for future sustainable development is essential. Therefore, Japanese government visions to encourage 10 million of immigrants in the next 50 years, as recent policy paper advocated by lawmakers in Liberal Democratic Party, titled “Japanese style of immigration policy – for being a country where worldwide youngsters want to migrate”. To become an immigrant-friendly nation and achieve the goal; however, Japan will need to reinforce its political system and mentality of the Japanese nationals before the incoming of immigrants.

The kindergarten, which is located in Gifu Prefecture, inspired me the possibility of a multi-cultural education. At present, the number of children who have their roots in foreign countries is getting close to number of the Japanese children in some areas in Japan. Moreover, these children will give birth to their second or third generations. If the government does not protect immigrants’ human rights
and construct social environment for a healthy social life, receiving country, such as Japan, is going to suffer from disorder. Frankly speaking, immigrants who have diverse backgrounds, which include vivid ability in language and cultures, are the merit as human resources. However, Japanese education does not focus on how smooth the foreigners accustom to Japanese culture and language nor have enough ability to react to Japanese custom. I would have thought that Japanese has not stressed enough on the importance of securing children’s development.

In the first place, the idea of ‘Adaptation to Japanese Society’ miscaptured social formation process. Society can stand only when it has constituent members. In areas where density of foreigner is high, they become constituent members and should have the right to take on major role in creating a regional culture.

Even if there are a clear policy or educational guidance, education is not directly conducted by the government, but through schools, classrooms, regional society, manpower of teachers, and spirits of nationals.

In the new era of multi-cultural education, educational purpose should be pursued from social adaptation to social creation. Education for social adaptation, which stemmed from assimilation system in pre-war period, is not suitable in the new age of multi-cultural generations. Japan should open its society to interact with Asian integration and rethink the education system, including accommodating foreigners. Subsequently, this education should be able to motivate people including those, who have roots in foreign countries, to create new society and change society as important stake holders for a regional society.
After obtaining Bachelor’s degree in English from the National University of Laos in 1998, Mr. THAMMAVONG joined the Ministry of Labour and Social Welfare, Department of Social Welfare Children’s Assistance Section from 1997 and is currently Deputy Chief, International Cooperation Division, Ministry of Labour and Social Welfare. Specializing in international cooperation, he has also done social work training, training for child protection, coordinating projects for child protection network and street children.

The Ministry of Labour and Social Welfare has the function of officially managing the establishment of employment service enterprises and their businesses. The government of Laos will be a key player in providing reliable and up-to-date data and information of domestic and overseas job vacancies for job seekers. There is a need to tighten and more efficiently enhance the coordination and cooperation between dispatching and receiving countries to facilitate and simplify the administrative requirements and procedures for labour recruitment and migrant workers.

The employment service in Lao PDR has two systems: domestic and oversea. The labour sectors and employment service enterprises seek jobs in order to find domestic workers in other labour units and bring workers from neighboring countries.

The Ministry of Labour and Social Welfare dispatched some Lao workers overseas, such as Malaysia, Thailand and Japan for job training. The number of the trainees in Japan from 2003 to 2008 is 175 persons. The Japanese government provides scholarships through the Ministry of Labor and Social Welfare to nurture high-quality vocational training instructors and staffs in the field of human resource from 2003 to 2008. The total of 10 scholarships have been offered.

Regarding to the issues mention above, which links to the International Cooperation Division that I work for. This division is the secretariat for the minister to consideration situation, analysis, the documentation and etc.... for the minister to be consideration and approval. So, it is very important for me to deepen understanding of different facets of the Japan society including politics, diplomatic, economic, culture and share the experiences with other participants concerning these issues.
Ms. MALIAMAUV received her Bachelor of Science in Psychology from Bemidji State University, Minnesota in 2007. She is presently a Program Officer at TENAGANITA, a non-government organization located in Malaysia. The project “Combating Gender Based Violence Among Burmese Refugees in Malaysia,” in which she has been involved since 2007 aims to build the capacity of Burmese refugee communities to take action that will proactively improve gender equality, protect women and girls from gender-based violence and provide support services to survivors.

The plight of Burmese refugees in Malaysia is in a grave state. The Malaysian government refuses to acknowledge their status as refugees, thus leaving them subject to the numerous arrests and detention procedures that are carried out on undocumented migrants in the country. Many languish in the country’s immigration detention camps, awaiting deportation, while those who are deported merely return again from the border, as the alternative of returning to their home country, Myanmar, simply isn’t an option due to the threats on their lives. The children of the refugees are unable to attend schools, while the adults are unable to find secure employment as they lack official documents. Disenfranchised by culture and unprotected by law, the Burmese refugees in Malaysia, particularly women and children, are left vulnerable to physical, sexual and psychological crimes, in addition to the immense challenge of merely meeting their basic needs.

As a response to this, Tenaganita has been working with Burmese refugees for the past one year on a project that seeks to build the capacity of the refugee community in order to better respond to the challenges in their environment. While a primary focus of our project is on combating gender-based violence among the community, we also realize that it is also paramount that other social and economic challenges faced by the refugees are also addressed. Therefore, awareness raising initiatives, livelihood skills training programs and small income-generating projects have been carried out in pockets within the community.

These responses towards the concerns and challenges faced by refugees in Malaysia, however, often are, remedial at best. While many of our initiatives are crucial in building the capacity of the community itself, a lot of them are reactive towards the problems that arise out of the actions taken by the system, and the institutionalized treatment of refugees that do not promote human rights and the well being of the person.

In Japan, the JENESYS program on migration that I participated in was organized so that we would experience a broad spectrum of migration related concerns in the country. We met with a group of Indian merchants in Yokohama, we spoke to Japanese-Brazilian parents and heard testimony from a second-generation teenager of Japanese-Brazilian descent, we met with high level officials at companies that hire foreigners under different conditions (migrant worker vs. trainee, for example), spoke to a Mayor and a member of an education board of a city that has a high number of foreigners living among them and we listened to the experiences of a Korean-Japanese social worker whose primary job is addressing the crucial housing problems faced by Korean-Japanese and other foreigners, and the multitude of issues that arise from it. While the commonality in all these meetings and discussion was that they all involved an aspect of migration, the varied experiences of each community appeared to be unique, and at some points, markedly different from one another. The Indian merchants in Yokohama, who appear to have prospered very well in Japan seem to experience living in Japan very differently from the Korean-Japanese, for instance. Although it may seem screamingly obvious that their experiences indeed be different as they are rather diverse culturally, it is interesting to consider the different reasons as to why these two non-Japanese groups of people experience the same environment in different ways. It must be noted first that my observations of these two communities are certainly limited only to
Katrina Jorene MALIAMAUV

the interactions that arose from the JENESYS program. Therefore, I present these thoughts not based on evidence, but merely on inferences made from speaking with community members.

The Indian merchants whom we met appeared to be very economically prosperous. Their community also seemed to be extremely close-knit, living within a bubble of their own culture in larger Japanese society. They seemed content and the Japanese government appeared to be happy to have this bubble among their existence. From speaking with the Korean-Japanese lady who ran the organization that addresses housing concerns among foreigners in Japan, she expressed that there were a lot of hurdles faced by the Korean-Japanese community. The vastly different economic status of the Indian merchants and the community this lady worked with is certainly a factor in engineering different experiences. Economic reasons aside, however, it is interesting to think about the systems in relation to migration that we’ve set up in our own countries. How do we treat foreigners? While our laws may appear to be similar for most foreigners, are the structures we set up fair towards all groups of migrants? The different experiences of migrant workers in major Japanese factories that stem from whether or not they are in a trainee program, or are hired as a migrant worker also appear to be an area that needs attention when asking the question of how we treat foreigners. Some of these systems are set up to gain from the skills and manpower of foreigners while respecting their rights, while others appear to be rather exploitative in nature.

This question of treatment of foreigners certainly also extends towards our attitudes to refugees. As outlined at the start of this paper, Burmese refugees in Malaysia live a perilous life. While we didn't officially meet with the Burmese refugee population in Japan, I did have the privilege of having in-depth discussions with individuals who do work with this particular population. It was interesting to note many parallels of the problems faced by this refugee community in Japan and in Malaysia. Some of the fundamental aspects, however, were different. Japan as a signatory to the 1951 UN Convention Relating to the Status of Refugees has frameworks set up that regulate their response to refugees. The basic human rights of refugees therefore must be upheld. Access to education for all was one of the key points that struck me. In Malaysia, however, we operate under a more punitive structure, labeling Burmese refugees as ‘illegal’ rather than recognizing their refugee status. As such, the experience of a refugee in Japan is one of more promise compared to their experience in Malaysia.

The over-arching view point in all these comparisons is that asking the questions of why people migrate and how we treat them is absolutely crucial for both origin and destination countries. Migration isn't stagnant, and migration happens at so many different levels to a wide spectrum of individuals. As such, the questions of ‘why’ and ‘how’ can never be answered in the same way, except for one important principle: the framework in our minds, and the principles that we use to guide these questions has to address the one key common factor in all these different situations. This common factor is the thread of fundamental human rights that runs across borders, cultures, economic levels and environmental conditions. Until we acknowledge the value of an individual irregardless of their background or status, both origin and destination countries will never be able to claim success in addressing the realities of migration.

“We belong to one race, the human race and we have only one earth. This solidarity of people must ensure that we put people and the planet before profits. The earth we are given is not just for us but also for those who come after us. They need a tomorrow, and that rests on us today” – Dr. Irene Fernandez (Malaysia).
I am very delighted to have participated in the JENESYS program. I am keenly interested in this new and specific programme for business environment. During the training period I cultivated friendly relations with participants from different countries and found inspiration through discussions with them, exchanging views on migration. I gained useful knowledge and experience from this training course. Now I can share my knowledge and experience with my colleagues and members of our Chamber. Labour shortage in a country can be substituted by migrants. New ideas can be received from the intellectual migrants. The migrants going to the developed countries usually seek better jobs with better salary and incomes.

Myanmar is a developing country with an agro-based economy. Our government encourages the private sector to participate in the development of Myanmar economy since the past decade. The 18 industrial zones have been established near big cities. Many workers from rural areas come and work in these industrial zones. The job vacancies are created in manufacturing, agricultural and various other sectors. However, like most of the developing countries of the world, there is an increasing trend of our countrymen to migrate to developed countries. In Myanmar cross-border migration is a big issue. Majority of Myanmar workers migrate to Thailand. It is estimated that there are over 400,000 migrants in Thailand and some Myanmar workers migrate to Malaysia, Singapore, Australia and other countries. In this migration some are illegal migrants, such as refugees and asylum seekers. Some migrants are students who seek better education abroad. Therefore better prosperous job creation should be made more and more in public and private sectors. The standard of education should be upgraded to enable the students to seek better education in the home country. The workers should also be better trained to upgrade their capacity to meet business requirements.

In the training period, I visited some places in the field trip in Japan. I saw a lot of migrants who came into Japan from other countries to work in the manufacturing sector. They received good salaries and better facilities. The private and public sector has made necessary arrangements for shelter and fulfill requirements of the migrants. Therefore, the other migrant workers are attracted to come and seek jobs in Japan. I learned that, foreign migrant labourers are trained to be skilled in line with Japan's manufacturing sector. Some foreign migrants associations in Japan play active role in the development of Japan's economy. The migrants work hard to gain recognition and acceptance by the Japanese. In the education sector, Japan is one of the most advanced in technology. So, the students from abroad want to study in Japan to pursue their professional education. I think within next 3 or 4 years the migration into Japan will increase more and more. Government, the private sector and NGO organizations should consider and make pre-preparations to solve future migration problems.

The countries in South East Asia are developing countries. The people want to be healthy and prosperous. For this reason they want to seek better jobs with better salaries. They try to migrate and work in the developed countries, such as Japan and Korea and others. Therefore the respective countries in East Asia should consider how the future immigration needs should be solved. The East Asia Community should coordinate and cooperate with each other for developing better migration scheme. I am sure that cooperation, integration and interaction between
East Asia Community Developing Countries and The Developed Countries will contribute to a better future for immigrant job seekers.
Migration in New Zealand

Emma Joy WILLIAMS (New Zealand)
Researcher and Mentored Field Director, RSVP Productions

In 2004, Ms. WILLIAMS graduated from Massey University with Bachelor of Arts in Psychology, Film and Media Studies. She completed the Film and Television Diploma program in Documentary Directing and Production, South Seas Film and Television School in 2005. She directed a twelve minute documentary entitled "Misused Migrants" in 2005, which focused in skilled migrants working in unskilled jobs. This documentary was screened on Sky Documentary Channel in 2007. She is now engaged in research and directing for a tv program called "Attitude", providing insights into the world of people with disabilities.

All New Zealanders are relatively recent migrants. I am a fourth generation migrant; my great grandparents arrived from Wales, England and Scotland in the late 1800’s.

To understand the lives of migrants in New Zealand it’s important to put migration into historical context. New Zealand’s migration began when the first Maori people arrived in waka (canoe) from Polynesia around 1000 years ago. European Migrants joined Maori in New Zealand from 1760 onwards, and after a bloody war, formed the Treaty of Waitangi in 1840, a document signed by the Queen Victoria of England and more than 500 Maori Chiefs. The problem was and still is, not all the chiefs signed the treaty and there are still some residual land claims of this treaty today. The Treaty of Waitangi is a bicultural agreement that is still honoured and relevant.

The first of New Zealand’s Chinese migrants arrived in the 1840’s. Gold was the main attraction to New Zealand, but very few struck it rich. It was tough for the first Chinese migrants; they experienced great prejudice so much so laws were created in 1871 restricting their migration.

The remainder of the 1800’s would see many groups of migrants from Dalmatians, Australians, Indians, Lebanese and more British. These groups were attracted to the Kauri gum industry, gold and farming. A drought and economic depression in Australia, coinciding with economic recovery in New Zealand characterises migration in the early 1900’s. New Zealand was still anxious to allow migrants of Asian, Italian, Indian and Croatian descent in the early 1900’s; this is referred to as a period of ‘White Immigration Policy’. New Zealand was still very much a loyal child of the British Empire.

By the end of World War Two, attitudes towards migrants were beginning to change. Yugoslav, Greek, Romanian, Bulgarian, and Turkish refugees made New Zealand home. Migration laws loosened allowing people from China and other parts of Asia to settle here. University student programmes attracted Malay, Indonesian and Thai students.

In the late 60’s New Zealand found themselves short of industrial workers. The government devised a scheme which sort low-skill migrants from the Pacific Islands to work short term. By 1972, more than 50,000 Pacific Islanders were living in New Zealand to fill this labour shortage and many of these people had out-stayed their visas. The government of the time instigated the infamous ‘Dawn Raids’. Police would raid and remove people that had overstayed their visa’s early morning. It’s remembered as a particularly bitter period of New Zealand history.

In the 70’s the New Zealand Government was looking at better ways to integrate refugees into New Zealand culture and communities. Refugees from Lao, Vietnam and Cambodia were dispersed amongst other groups in the cities rather than housed together. It didn’t work as well as hoped. Some of these families were alienated, and struggled to adjust. However, their children, the second generation of these migrants, are generally well-adjusted. The people I know of this group identify themselves as Kiwis.

New Zealand Migration now:

New Zealand now has a points system for migration. This was introduced in 1986. Potential migrants are awarded points for level of English, language, education, whether or not they have family already residing here, and other criteria. A certain number of points allowed you into the country. This plan was particularly instrumental in
fulfilling the deficit of skilled workers, a result of New Zealand's brain drain. In some cases highly skilled migrants arrived and found they had no choice but to work in low skilled jobs.

A large proportion of New Zealanders migrate to Australia every year. This is an even group both demographically and in skills, a 'same drain', it's generally felt this has a negative effect on the country's economy; though studies are inconclusive as to whether or not this is the case.

23% of New Zealanders were born overseas. 40% of migrants have arrived in the past ten years. In Auckland, the most diverse region in New Zealand, one in three of people were born overseas. People of European decent still make up the majority (around 67%) of the New Zealand population. Many migrant groups live in communities with migrants of similar culture, but this is changing.

Heavy migration has both transformed and shaped New Zealand Culture. There are many examples of this cosmopolitan blend in our arts, music, theatre and film. However our immigration policy and practice are still young.

In my own community, within Auckland, the cultural mix is diverse. There are events of other cultures happen every day; we celebrate the Diwali festival with our neighbours who have migrated from India, use haka (Maori war dance) to add cultural meaning and difference to our sporting events, look forward to Lantern Festivals, and listen to hip hop from emerging Pacific Island artists about the dawn raid.

The space and appreciation for such cultural events is vital. It helps us understand and appreciate our differences and similarities. There is much we can learn from the way other cultures do things. Examples of cultural influence can be seen from the way we do business to the arts.

Since returning from Japan I’ve spoken to many migrant friends about their experience of coming and living in New Zealand. The question I’m most curious to know is whether new migrants feel life here is easy to adjust to. For the most part, the response is positive. Qualitative studies from a psychiatric point of view have shown that migrants that come here are, on the whole, happy and normally adjusted. There is a correlation between low level of language, low skill and mental health problems in migrants, though this group is proportionally small.

A personal view of migration in Japan:

From the JENESYS programme we learnt that significant migration in Japan is relatively new, and its pull has been heavily focused on the need for low-skill low-cost labour in Japan's factories.

When the Japanese economy was bolstered by factories and technology in the 1980's it was thought that nipo-brasileiro (Brazilian residents, of Japanese heritage) would make the easiest cultural fit to fill the low-skill labour gap. Almost 20 years has passed since this migrant group known as Dekasegi, arrived in Japan, and still both Japanese and Brazilian/Japanese struggle to adjust to with one another's difference. Of these differences language appears the biggest. Japanese is only an official language in Japan, making it more difficult to learn unless you’re living there and only useful in Japan. Migrants who plan to return to their country of birth in the future may be reluctant to invest time in learning the language in the first place.

There were several factors, discussed during the various forums of the trip, which attribute to possible barriers for migrants adjusting to life in Japan. From what I observed, Japanese people have a particular etiquette, subtleties, and extreme politeness; all part of the culture. I personally was endeared to this part of Japanese culture. However, it could be quite difficult to adjust to for a person from a culture where such customs don't exist or to understand the subtleties. In turn, foreigners could be viewed as impolite or even rude. This is just one of a raft of values that differ from other cultures. I was particularly struck by the low percentage of Landlords allowing foreigners to rent their homes – just 20%. The Japanese people I spoke with felt foreigners lacked an understanding or respect for politeness in a residential situation.

The Japanese perspective and experience of migrants is most likely associated with low-skill labour. If a group is low skill, then they will typically have a lower income, and lower standard of living. If all migrants are of this type, then the image, and expectation of migrants will most likely and automatically be associated with low-income and lower education.

Migrants to Japan will need to work hard to challenge stereotypes. Diversity of groups migrating to Japan, in both nationality, and socio-economic status will help break change perceptions.

Japanese people too, face challenges in adjusting to migrants. The Japanese people we spoke to expressed uncertainty about large amounts of migrants residing in Japan. This is understandable, unless there's an obvious benefit, change is hard to grasp. If something is unknown, it's therefore potentially a threat. Japan has a refined and beautiful culture, which has been achieved without a large migrant population, perhaps there's a concern that a sudden influx of other cultures will dilute the Japanese
In my opinion, the value of migrants beyond the economic advantages needs to be realised. Migrant communities offer great advantages if the majority culture is able or willing to realise these. The JENESYS experience highlighted the importance of varied perspectives as each of us had experience with different disciplines, all with something of value to share; this is no different to what a migrant community offers.

In return, Japan has a lot to offer to migrants. It’s a place I’d consider living in; it’s very clean and very attractive with nice people. It has a unique aesthetic marked by extreme attention to detail, cleanliness, and prettiness. It’s a sophisticated culture, yet cute and fun. Anime, Japanese film, food, fashion, are all high culture in other parts of the world.

**Follow up work:**

In following up from this trip, I wish to tell the stories of migrants through informative and moving documentaries. More immediately, I’ve enrolled in a refugee programme which helps new refugees find household furniture, helps them get a job, all the while creating a social outlet. I’ve also volunteered for a programme providing mental health support for new migrants and refugees.
Completing the Face of Migration

Carmela FONBUENA (The Philippines)
Staff Writer, NewsBreak Magazine

Educated at University of the Philippines-Diliman, Ms. FONBUENA was awarded her Bachelor of Arts in Journalism in 2003. As a Manila-based journalist, she has been working for Newsbreak Magazine, a local news organization, for four years. She covers issues on governance, politics, elections, political killings, human trafficking, and the media. She has won the first prize for Jaime V. Ongpin Awards For Excellence in Journalism with her article, “Seeing Red” (Newsbreak, July 2007), in which she tackled the state of political killings in the Philippines.

Two historic events in the relationship of Japan and the Philippines happened before and after my trip to Japan in July 2008 for the JENESYS migration conference.

A month before the trip, the Japan’s High Court promulgated a landmark ruling that paved the way for the granting of Japanese citizenship to Japanese-Filipino children (JFCs).

Barely two months after the trip, the Philippine Senate ratified the Japan-Philippines Economic Partnership Agreement (EPA).

These two events grabbed the headlines in the Philippines, including in the news web sites I report for—www.newsbreak.com.ph and www.abs-cbnNEWS.com. The impact of these events to the Philippine society will be far reaching.

The landmark High Court ruling is expected to change the lives of a segment of the JFC population in the Philippines. Based on statistics from the non-government organizations, there are up to 200,000 of them—mostly children of Filipino entertainers to Japanese clients when they worked in Japan.

Among the provisions of the EPA, on the other hand, is to allow Filipino nurses and caregivers in Japan. When I submitted this essay in early October, critics of the EPA vowed to question its ratification in the Philippine Supreme Court. But I’m betting my unspent 5,000 yen that it will be a futile effort.

It may be difficult to find another country where the effects of migration are more entrenched. One study by the International Labor Organization identified the Philippines as a good case study of labor migration.

In a country that has 8 million of its 88 million population working abroad, it is our duty as journalists to report the situation of migrants to the families they left behind.

We’ve seen the best and the worst out of migration. For every Lea Salonga in Broadway and Benjamin Cayetano in Hawaii (first Filipino governor in the US), there is a Flor Contemplacion who was hanged in Singapore for murder. Flor’s case was a tragedy that strained the relationship of the two countries. (Filipinos believed she was innocent.)

The biggest benefit of migration is seen in the economy. Economists recognize that the regular supply of foreign currency because of Filipino migrant workers’ remittances is a major factor in keeping the country’s economy afloat.

In 2007, they sent home a total of US$14 billion dollars or 10 percent of the country’s gross domestic product. The total contribution of the Filipino migrant workers in Japan is a big chunk of it.

When the subprime mortgage created a financial mess in the US, Filipino families feared the government’s projection that at least 50,000 Filipinos will lose their jobs abroad because of the expected world economic slowdown. News that Australia is ready to hire thousands migrant workers calmed them a little. These are everyday stories in the media.

But I have to say that our perspective—local media and the general public—is limited to our own problems and successes. We have too much on our plate that we hardly have the time to take a look at how the citizens of destination countries also struggle with the influx of migrants.

We should take that effort, too. In the same manner that citizens of destination countries should also try to understand the perspective of migrants.

I realized there’s a lot to learn in hearing other
nationalities talk about Filipino migrants in their countries. I gained wider understanding of migration issues by looking at it from their perspective—for a change. It’s not only the migrants who are trying to adjust.

This was the biggest benefit of the JENESYS conference to me. Hearing and learning from other delegates of other countries that also send workers abroad and from destination countries who receive Filipino migrants completed the picture of migration to me.

In journalistic language, the conference gave me all angles to the story. It’s the perfect scoop. That I met well-placed people during the conference was a bonus. I know they are potential sources for stories I may write in the future.

After the JENESYS program, I was inspired to pay more attention to stories about migration and to take extra effort to make readers understand the perspective of the destination countries. I also signed up to join the Global Forum on Migration and Development, which will be held in Manila end of October.

As we delegates have discussed when we were in Japan, the media can play a major role in achieving a win-win situation for the all stakeholders in migration. I’ll try to play my part.
Migrant Workers in Singapore

Ng Hoi Pin EDMUND (Singapore)
Senior Industrial Relations Officer, Building Construction and Timber Industries Employees Union, Singapore National Trades Union Congress

Graduated from the National University of Singapore in 2002 with Bachelor of Science degree in Statistics with minors in Computational Finance and Mathematics, Mr. EDMUND is currently a Senior Industrial Relations Officer of Building Construction and Timber Industries Employees Union, Singapore National Trade Union Congress. Specializing in trade union and labour movement, his present work involves with advocating and ensuring fair employment practices for all workers in Singapore regardless of nationalities, organizing social activities with special events targeted for migrant workers, and provide opportunities to upgrade their skills.

Singapore has a large migrant workforce population and it is expected to grow in the next few years. These migrants take on jobs at all levels, ranging from unskilled workers to professionals, managers, executives and technicians. As at 2006, there are a total of 670,000 foreigners working in Singapore, in which 65,000 are Employment Pass Holders, 25,000 are S-Pass Holders and 580,000 are Work Permit Holders. Foreigners who wish to work in Singapore are required to apply for a work pass. These workers can either find jobs in Singapore through their own arrangements or employment agencies, usually at a chargeable fee imposed at their countries of origin.

The situation of migrant workers in Singapore is generally good, with few reported cases of abuses or violations. The strict regulations/policies and statutory protections in Singapore, coupled with stiff penalties on errant employers, ensure health, safety, accommodation and remuneration for migrant workers. Migrant workers with valid work permits are protected equally by civil and criminal laws as locals1. Singapore's policies on migrant workers are defined in legislations, regulations and an administrative system to ensure effective monitoring and safeguards.

The Singapore National Trades Union Congress (SNTUC) is concerned about the welfare of all workers. The labour movement has always recognized and accepted the need for migrant workers to supplement our limited human resources (small population base; declining birth rates and aging workforce), and appreciates their contributions to Singapore's development and growth. Migrant workers are allowed to join trade unions in Singapore. Union membership is open to all workers, regardless of nationalities and job positions. SNTUC and its affiliates have been active in recruiting migrant workers as union members and provide representation for them. They enjoy the same union protections, services and benefits as local members.

The union which I am seconded to, the Building Construction and Timber Industries Employees' Union (BATU); is one of the unions in the SNTUC Family which actively recruit and represent many migrant workers. But such efforts are not without challenges. A key challenge for us is to overcome the language barrier to better reach out to the migrant workers. We have appointed a group of migrant workers, who are already our union members, as membership recruiters to assist us in the various membership recruitments.

To have a focal point of advocacy, SNTUC set up the Migrant Workers Forum in 2003 to actively pursue various means and initiatives, to further improve policies and programmes aimed at protecting the interests and well-being of migrant workers in Singapore. We have been calling on government and employers to ensure the welfare and rights of migrant workers in Singapore and will continue to work together with them towards this end.

At the union level, BATU represents these migrant workers in their grievances. A common problem which they face is salary non-payment by their employers. To cite an example, BATU had represented about 150 migrant workers, who are our members, to claim their salary

1 Examples of Civil Laws are the Employment of Foreign Manpower Act, the Employment Act and the Workplace Safety and Health Act.
Migrant Workers in Singapore

arrears from a well known local construction company. The company had been in poor financial health since 2001 and the situation lasted until 2005. During that period, the company was unable to make salary payments to both its local and migrant employees on time. BATU constantly applied pressure on the company to repay the salary arrears and even brought the matter to the Labour Court and subsequently to the Subordinate Court, before the company agreed to repay the arrears. In addition, financial assistances comprising of cash and SNTUC Fairprice (a supermarket co-operative in the SNTUC Family) vouchers worth $57,000 were dispensed as one-off payments to affected union members, regardless of their nationalities, on several occasions. I was part of the industrial relations team which handled the case from 2003 to 2005 and it was a humbling experience for me.

Beside the advocacy efforts, SNTUC and its affiliates are developing union benefits and organising various activities that cater to the unique needs of this group of workers. In 2005, SNTUC organised the May Day Outing for Migrant Workers at the Singapore Zoo and I was appointed the secretary of the organising committee. A total of 13,000 free Singapore Zoo passes were distributed to the migrant workers. These migrant workers had a fun-filled day reliving fond memories of home through familiar performances. In BATU, I also plan and organise many different events such as tea sessions and cricket competitions which are well-received by BATU’s foreign members.

Migrant workers in Singapore also enjoy the opportunity to upgrade their skills and improve their career prospects. Many acquire new skills and formal certification of competency in a trade. Both SNTUC and BATU believe in providing such skills upgrading opportunities to our members. Specifically for our BATU members, I managed to secure corporate discounts for selected courses offered by SNTUC LearningHub (a training centre in the SNTUC Family).

Before the commencement of the JENESYS programme, I looked forward to sharing my experience on migrant workers with the other participants during the programme. Indeed, the Programme provided an ideal platform for the participants to exchange ideas and learn from one another. Through the programme, I have learnt that Japan and Singapore face similar challenges like declining birth rate, aging workforce and the need to have migrant workers to supplement the countries’ limited human resources. Japan and Singapore can always learn from each other on how to meet these challenges. In addition, through the interactions with fellow participants, I have a better understanding of what some of their fellow country men’s concerns are when they consider working in Singapore. With these learning, I will be able to better develop union benefits for the migrant workers working in Singapore.
Social coexistence: a win-win scheme in a multicultural society

Vipunjit KETUNUTI (Thailand)
Labour Migration Programme Manager, International Office of Migration (IOM)

In 1994, Ms. KETUNUTI acquired her Bachelor of Arts in English, Thammasat University, Bangkok. She received her Master of International Relations from University of Wollongong, Australia, in 1996. Having worked for organizations such as the Friedrich Naumann Foundation, Technical Cooperation among Developing Countries (TCDC), and the United Nations Children’s Funds (UNICEF) Thailand Country Office, she joined the International Office of Migration (IOM) from 2007, working to advance the rights of migrant workers, improving migrant data collection techniques and providing social services to migrant families and coordinating among various organizations.

Thailand, with its relatively prosperous economy, is primarily a destination country for migrants from neighbouring countries in the Greater Mekong Sub-region. It is estimated that there are over two million migrants in the country, most of whom come from the neighbouring country of Myanmar, Lao PDR and Cambodia. This coupled with generally higher levels of education among the Thai population, lower or non-skill migrants have filled the gap in the so-called ‘3D’ sectors - ‘dirty, degrading and dangerous’ in the country.

The Royal Thai Government (RTG) is well aware of such demand of lower or non-skill labour and the need to register undocumented migrants working in Thailand. In 2004, the government opened for the registration of migrants living in Thailand following the signing of the Memorandum of Understanding (MOU) on Cooperation in the Employment of Workers with the three neighbouring countries of Myanmar, Lao PDR and Cambodia. 814,247 work permits were granted to migrant workers from Myanmar, Cambodia and Lao PDR. Since then, the number of work permits which have been renewed has gradually declined. Despite the result of the Ministry of Labour’s survey in 2008 which indicates the demand of approximately 1.3 million of migrant workers for Thai economy, only 501,570 migrant workers, out of which 476,676 are from Myanmar, applied and were granted work permit in 2008.1 This suggests that at least 800,000 migrants are living and working in Thailand irregularly. Some studies show that up to two million irregular migrants are working in Thailand, the majority of whom are from Myanmar. Taking into consideration the migrant registration 2008 in which the number of registered migrants is considerably low; the political situation and ruling government in Myanmar that makes it impossible for hundreds of thousands of Myanmar nationals displaced in Thailand to return to their communities in Myanmar; and the worsening situation of the latest disaster of Cyclone Nargis in the Irawadee Delta, an increasing number of undocumented migrants in Thailand and a continuing flow of migrants from Myanmar to Thailand are expected. Despite the introduction of measures to regularize their status and to improve the delivery of social and health services and the labour migration management efforts, the migrant workers, who are essential for the sustained growth of the country, remain alarmingly vulnerable.

It is believed that the widespread and ongoing exploitation and violation of some of the basic human rights of migrant workers in Thailand can largely be attributed to a lack of information and awareness on labour issues, government policies and national legislations among migrants, employers and officials at central, provincial and local levels. While government policies are improving, their implementation is inconsistent throughout the country and government officials at the provincial and local levels are sometimes misinformed about the policies. Compounding this lack of awareness and information on migrants’ rights and obligations is prejudice and discrimination against migrants, conflict of priorities, and mistrust. Because of these factors, many migrants do not avail themselves of the rights they have according to existing Thai labour and other related laws. Challenges can be seen in facilitating the exchange of

---

1 Ministry of Labour, the Royal Thai Government
information among all stakeholders about the country's migration policies which are constantly being revised. The remoteness of their settlements / communities, limited movements and language barriers also make it difficult for migrants to have access to information on legislation of their rights. These rights do not limit to migrant workers but extend to their family members, especially the right to education and the right to birth registration of migrant or non-Thai children in Thailand.

I traveled to Japan from 17 to 27 July 2008 under the invitation of the Japan Foundation, Bangkok, to join the Japan-East Asia Network of Exchange for Students and Youths (JENESYS) Programme 2008 under the theme “Migration in Asia and Oceania: Towards a Win-Win and Win Scheme for the Origin-Destination Countries and for the Migrants”. The Government of Japan has launched the JENESYS Youth Leaders Programme in 2007, following the announcement of Mr Shinzo Abe, former Prime Minister of Japan, at the Second East Asia Summit (EAS), of a plan to implement a youth exchange programme, inviting about 6,000 young people to Japan mainly from the EAS member states (ASEAN, Australia, China, India, New Zealand, the ROK) every year for five years, with a view to establishing a basis of Asia’s stalwart solidarity through youth exchange. Various exchange programmes including inviting and dispatching youths have been implemented in cooperation with concerned countries and organizations. This programme is expected to deepen mutual understanding among young people who will assume important roles in the next generation in each East Asian country. I accepted the invitation for JENESYS 2008 without hesitation, as the programme’s theme of migration management was of interest to me, and would enhance my skills and expertise and contribute to my day to day work as the Labour Migration Programme Manager of the International Organization for Migration (IOM).

19 participants in the fields of academics, politics, government services, business, journalism, and NGOs from 15 countries in East Asia and Oceania attended the 11-day programme, which was composed of lectures, discussions, visits to public and private organizations and to government agencies in Tokyo, Nagoya, Toyota and other municipalities. We were very fortunate to have Professor Yasushi Iguchi of Kwansei Gakuin University, who is also a special member of the Council on Regulatory Reform of Japan, to give an overview of migration management in Japan, focusing on regional economic integration; population and labour force of foreigners; and the reform of migration policies. Professor Iguchi was also with us throughout the programme to provide us guidance and further explanations on migration related issues.

I am especially interested in social coexistence in a multicultural society and believe that enhancing social coexistence will reduce stigma and discrimination among local and migrant communities. During the programme in Japan, we had the opportunity to visit an Indian community in Yokohama and discussed with some members of the Indian Merchants Association of Yokohama (IMAY) which is one of the oldest Indian Associations in Japan (established in 1921). In Yokohama, we visited the Kanagawa Foreign Resident Accommodation Support Centre which is a non-profit organization that provides support to foreign residents in finding accommodations, and at the centre we also discussed about the Korean foreign residents in Japan. In Minokamo City and Toyota City, we had briefings on education for foreign students and integration policies. Most of the migrants in these two cities are Japanese-Brazilian. Although we did not have first-hand experience in talking and interacting with Brazilian migrants, we visited a nursery school in the Homi Danchi apartment complex where more than 50% of the residents are Japanese-Brazilian. At the nursery, the care-takers gave us an overview on the livelihood of the Japanese-Brazilian children and their family members. These good practices and lessons learned are useful and I hope to be able to replicate the programme especially on the education of migrant children.

The JENESYS Youth Leaders Programme is unique in such a way that it does not aim only at exchanging technical knowledge but also at sharing cultural aspects such as historical and natural heritage and traditional arts. In addition to lectures and visits relating to migration management, we had the opportunity to visit several attractions of Japan; namely Maruoka Castle, Fukui Prefecture Dinosaur Museum, Tojinbo, Ichijou Asakura Feudal Lords House and Eiheiji Temple. My most memorable moments were the Japanese style hotel at the Seifusou, Awara Hot Springs, in which all the participants had to wear Yukata for the traditional Japanese dinner and sleep on Tatami; and the boat trip on the Kiso River (Nihon Rhine). These excursions and activities enabled us to learn and understand more about Japanese way of life and traditions which are exclusive and well-preserved.

The JENESYS Youth Leaders Programme on “Migration in Asia and Oceania: Towards a Win-Win and Win Scheme for the Origin-Destination Countries and for the Migrants themselves” enabled us to experience the positive and negative effects of migration on the economy and society, taking Japan as a case study. In addition to this, it was a forum for us to exchange views, knowledge and
experience on migration management in our countries. Last but not least and perhaps most importantly, this was such a great opportunity for us to establish and expand our networks on migration in the region.

As the participants waved each other farewell, we all realised that this programme was not a one shot deal but our friendship and networks would stay on. We were all thankful to the Japan Foundation, as without the foundation's support, we would not have had such an unforgettable experience and our paths may never cross.
Individual Essay

Nguyen Trung HUNG (Vietnam)
Researcher, Center for Population-Labor Force and Employment Studies, Institute of Labor Science and Social Affairs (ILSSA)

Mr. HUNG received his Bachelor of Sociology in 1994, and Master of Sociology in 2006 from University of Social Science and Humanities, Hanoi. As a researcher at the Centre for Population-Labor Force and Employment Studies, he is engaged in research on population, human resource, employment and labour, vocational training; and analysis on information and data to access the impacts of policies on employment, labour training, and wage.

Over the past few years, in the circumstance of trade liberalization and international economic integration, Viet Nam had achieved a lot of success in term of social-economic development. In detail, the annual economic growth rate was always kept at high level (more than 7% per year on average); the GDP per annum had quickly increased; the rate of poor household had rapidly degraded; the economic and labor structures had changed positively.

However, Viet Nam (presently) is still having/facing many difficulties/obstacles such as: (i) Economic growth rate is not sustainable; (ii) the disparities between rural and urban areas tend to be wide; (iii) the shift of labor structure is not equal to the shift of economic ones; (iv) and of course, the wave of migration from rural to urban have been creating a lot of critical issues in terms of labor-employment as well as social problems.

According to Viet Nam’s General Statistic Office, at the year 2007, the rural labor force of Viet Nam have taken 73.63% of the total labor force and 73.3% of them are not qualified/trained; and every year, millions of rural migrants had left their home town to move to urban/industrialized areas to find their job.

Being a researcher of the Centre for Population-Labor Force and Employment Studies (belong to ILSSA), I was authorized to focus on the field of Employment and Labor market development and I understood quite well the importance of migration for job creation as well as other issues in the destinations. I also had chances to take part in some migration research named “Assessment of working-living condition status of rural migration to Ha Noi-1996”; “Assessment of Effectiveness of migrant and resettlement policies-1999”; etc. However, since the year 2000 up to now, personally the migration has not attracted full attention as is needed. At the national level, the migration data base was not created and updated fully and systematically; the migration policies were not checked, considered, and improved carefully; many of migrant problems, just newly appeared during the time of industrialization and urbanization as well as economical restructuring, were not studied and explained particularly.

Before traveling to Japan to participate on the JENESYS Program (funded/organized by the Japan Foundation), I had a lot of expectations in achieving many beneficiaries, that would help me a lot in doing my work in the future. Within two weeks, I had chance to meet, discuss and learn a lot of useful things from professor/lectures, teammates as well as many people that I met through meeting, discussion and outdoor traveling to various places in Japan. We discussed how to make migrant be better integrated. It can be said that I was fully satisfied in term of meeting my expectations.

In the near future, I plan to take part on a PhD course in Sociology, and the topic named “Enhancing the ability of entering urban labor market of rural migrants under the impact of WTO’s accession” will be selected as my thesis’s title.