

## INTERNATIONAL WORKSHOP

---

# COMPARATIVE PERSPECTIVES ON THE TRANSFORMATION OF EAST ASIAN LABOR MARKETS THROUGH INTERNATIONAL SKILLED MIGRATION

**Saturday, November 2, 2024**

**University of Tokyo  
Institute of Social Science (ISS)**

How to get to the workshop venue:



## THE WORKSHOP

This workshop seeks to explore changing labor markets in East Asian immigration regimes through international skilled migration. Three East Asian economies, namely Japan, South Korea (hereafter Korea) and Taiwan, similarly undergo an accelerated demographic decline and a labor shortage. These countries are in dire need to attract and secure long-time skilled professionals in order to maintain economic growth, to remain competent in global markets, and counter challenges arising from population decline and the fourth industrial revolution. These three economies have recently introduced new immigration policies to attract skilled professionals.

For example, Korea and Japan have created new visa categories, such as the E-7-S visa in Korea, J-Skip and J-Find visas in Japan, and Taiwan's the Taiwan Employment Gold Card. Previous research dominantly compared these three countries' immigration policies in labor-intensive sectors, comparative research on skilled migration remains scarce. While low-skilled migrants are treated as temporary labor, skilled migrants are often offered pathways to permanent residency. Thus, the acceptance of skilled immigrants might profoundly change the domestic labor market. Through international skilled migration, this workshop hence seeks to better understand shifting immigration regimes and labor market conditions in East Asian economies.

Next to skilled migrants the workshop also sheds light on foreign entrepreneurs in innovative sectors and on firms relying on these skilled foreign workers. The focus on the diversifying employment patterns of skilled migrants in these three countries as well as on the meso-level of firms – both foreign-born and domestic – is necessary to understand changing dynamics in the globalizing labor market within the East Asian region. The objective of the workshop is therefore to understand how different actors in the three countries – government, firms, and individuals/ employees – shape the transformation of the domestic labor market, adjust to or proactively seek out opportunities in the increasingly internationalizing/globalizing labor market, and navigate the problems associated with this transformation.

The conference is organized by

**Helena Hof** (University of Zurich / Max Planck Institute for the Study of Religious and Ethnic Diversity, Göttingen, Germany),

**Aimi Muranaka** (University of Duisburg-Essen, Germany), and

**Kikuko Nagayoshi** (ISS, University of Tokyo).

The conference is funded by the **German Federal Ministry of Education and Research (BMBF)** and **Toshiba International Foundation**.

## Saturday, November 2, 2024

Room 549 (5th floor) at Building 37 (Akamon General Research Building)

### **9:30–11:00 Section 1: Changing International Skilled Migration in Asia and Its Policy**

#### **The Social Construction of Skill in International Migration: Perspectives from Asia**

Gracia Liu-Farrer *Waseda University, Japan*

#### **South Korea's Policy of Supporting Overseas Employment and the Mechanism for Sending out University Graduates: Interaction between the Government, Support Organizations, Companies, and People Who Want to Move Abroad**

Namiko Matsushita *Suzuka University, Japan*

11:00–11:15 Break

### **11:15–12:45 Section II: (Limited) Usefulness of Skilled Immigrant Workers from the Perspectives of Employers**

#### **Different Dream on the Same Bed: Mismatch of Interests around Foreign Researchers in STEM fields**

Chiho Lee *Science and Technology Policy Institute, Korea*

#### **Japanese Employers' Expectations of Skilled Immigrants: Results of the Employer Survey**

Kikuko Nagayoshi *University of Tokyo, Japan*

12:45–13:45 Lunch

### **13:45–15:15 Section III: Accumulation and Mobilization of Capital in Smaller Firms and Startups**

#### **Migrant Founders in the Japanese Startup Ecosystem: The Opportunities and Risks of Deviant Entrepreneurship**

Helena Hof *University of Zurich, Switzerland / Max Planck Institute for the Study of Religious and Ethnic Diversity, Germany*

#### **Capital Formation Challenges in Korea's Labor Market Field: The Cases of Asian Skilled Migrants in Small and Medium-sized Enterprises**

Joohyun Justine Park *Inha University, Korea*

15:15–15:30 Break

**15:30–17:00 Section IV: Navigating the Host Society’s Labor Market**  
**The Interplay of Immigration Controls and Employment Practices:  
Precarity Among Emerging Professional Migrants in Taiwan**

Yen-Fen Tseng *National Taiwan University, Taiwan*

**Staying as a Stepping-Stone for Upward Career Mobility?  
Study on the (Im)Mobilities of Vietnamese Skilled Migrants in the  
IT Sector in Japan**

Aimi Muranaka *University of Duisburg-Essen, Germany*

17:00–17:15 Break

**17:15–18:45 Section V: Denying the Narrative of Linear Trajectories in  
Skilled Migration: Emigration and Return Mobilities**

**The Rice-Paper Ceiling Even for Japanese Workers? Self-Initiated  
Expatriate Japanese Workers’ Career Opportunity**

Kenji Ishida *University of Tokyo, Japan*

**From Flowing Out to Return Home and Beyond – Taiwanese Returned  
Talents from China**

Yuling Song *National Changhua University of Education, Taiwan*