

IHRM Case Study

By

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A communication received from Mr. Takeo Naruse(Director, The Tokyo Employers' Association)

Re:The task of utilizing foreign workers

It was probably Germany (West Germany at that time) who took the first step toward the employment of foreign workers from early on among the developed countries whose trend in declining birthrates had been getting worse.

Germany made arrangements with many countries and took in a number of foreign workers, but among them, the most were from Turkey.

One time after that, Germany whose growing period had finished encouraged the Turkish workers to go back to their country providing lump-sum payments.

Europe has now become the EU and has been facing new immigration problems.

The issues concerned with the utilization of foreign workers always have a light and a dark side.

Japan has been an island nation for ten thousand and some years, therefore, it is a nation that the unique culture and the tradition is widespread homogeneously. For this reason, the country seems to have the both sides which are worshipping foreign culture and difficult to assimilate from the perspective of foreign people.

Nevertheless, Japan is also considering the agenda for utilization of foreign workers seriously in the context of demographic aging with low birth rate.

The basic policy is whereas they accept professional labor force positively, simple labor force is prohibited in principle; moreover, they are willing to support the development of partner countries by accepting trainees for technical internship in a positive manner.

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