

令和 6 年 6 月 21 日現在

機関番号：13901

研究種目：基盤研究(C) (一般)

研究期間：2021～2023

課題番号：21K12384

研究課題名(和文) The Technical Intern Training Programme and Japanese Society of the Future

研究課題名(英文) The Technical Intern Training Programme and Japanese Society of the Future

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交付決定額(研究期間全体)：(直接経費) 3,100,000円

研究成果の概要(和文)：日本での現在または元技術インターンである101人の回答者から定性的および定量的データを収集しました。これらの分析結果は、移民の満足度、仕事および社会活動を通じた日本社会へのつながり(統合レベル)、および日本の労働移民政策の「裏口」から「正面入り口」への移行を検証するための記事の処理中です。また、インドネシアの技術インターンの生活体験に関する短編ドキュメンタリー映画も完成しました。残りの予算は、「移民と多文化主義」図書館の構築に使用されました。これにより、研究者は自分の結果を学術論文で裏付け、移民と統合研究に焦点を当てている研究室の大学院生に利益をもたらすことができます。

研究成果の学術的意義や社会的意義

この研究は、日本の「典型的な」移民労働者の中規模のサンプルを用いた混合手法を用いることで実証的な貢献を行います。これは、移民が日本での仕事や生活をどのように経験し、それらを社会的および経済的なクラスの文脈に位置づけるかについて貴重な洞察を提供します。方法論的には、現象学的な混合手法アプローチは、以前の研究とは異なり、広範なトレンドやグループ(国籍)を見て移民を非個人化するか、危機状況にある移民労働者の小規模な質的分析に焦点を当てた非典型的な経験(エッジケース)を扱うものとは異なります。

研究成果の概要(英文)：I completed gathering qualitative and quantitative data from 101 respondents who are current or former technical interns in Japan. The results of these analyses are now being processed for 3-4 articles dealing with migrant satisfaction, connection to Japanese society through work and social activity (integration level), and an examination of the shift from a "side door" to "front door" labor migration policy in Japan by comparing satisfaction results of respondents who have switched to the Special Skilled Worker visa after completing the Technical Intern Training Program. A short documentary movie on the life experience of an Indonesian technical intern was also completed. Remaining budget was used to build a "migration and multiculturalism" library will help the researcher ground my results in the academic discourse and benefit the graduate students in my laboratory who are focused on migration and integration research.

研究分野：Labor migration studies

キーワード：Labor migration Migration policy Japan Multiculturalism Guest workers Technical interns
Demographic change Globalization

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1. 研究開始当初の背景

The original research design envisioned an assessment of the effectiveness of the Technical Intern training Program (TITP) from the interns and employers' viewpoint. Because of the labor market problems Japan faces, it was hypothesized that the TITP, despite a poor reputation both domestically and internationally, would continue to grow and serve as a feeder program for the Specialized Skilled Worker (SSW) visa category. The contrast between the need for foreign labor and the resistance of both Japanese government authorities and segments of the public to accept unskilled/low-skilled foreign workers is a paradox in modern Japan that needs to be addressed both through policy and research. I began from the premise that Japan had no option but to accept greater numbers of foreign laborers, and that some of them will find ways to stay in Japan long-term and perhaps settle permanently, which will have deep implications for Japanese society in the future, as it by default becomes more multicultural - a challenge to the prevailing self-image of Japanese as being members of an ethnonational country. It was thought at the outset of the research that addressing the supply (technical interns) and demand (employers, especially from small and medium enterprises that depend heavily on cheap foreign labor) would allow the researcher to form a comprehensive picture of the role of the TITP in addressing the labor market problems that threaten the future prosperity of Japan.

However, from the first year of the project it became apparent that access to and cooperation from the business side was going to be difficult to get. It also quickly became apparent from the early structured interviews undertaken with technical interns that the TITP itself was not as important as a program as it was an entry point to Japan to young workers, many of whom had long-term plans of working and living in Japan beyond the five years allowed by TITP. Therefore, the focus of the research changed to focus less on the program itself and the actors involved in it, to how workers who had arrived through the TITP felt about their lives and work in Japan, their medium and long-term plans for residency in Japan, and their connections to Japanese people and society. This moved the research away from an economic focus on the usefulness/effectiveness of TITP and toward a focus on the workers themselves, their experiences and plans, which is both an aspect missing from previous academic studies and has implications for how Japan can cope with changes to its demographic makeup and transforms more into a country of immigration.

The switch of focus to workers was also justified by the lack of information about "typical" unskilled/low skilled workers in the Japanese context. When such subjects appear in academic studies, they are either subsumed in a nationality group or stand out because they have suffered crime, human rights abuse, or other deviant forms of neglect or mistreatment. However, the continued growth of the TITP and from 2019 the emerging tendency of technical interns to switch to SSW also clearly indicated that a substantial number of technical interns were at the very least satisfied enough with their experience in Japan to continue, and the researcher posited this represented a "typical" experience that needed further exploration.

2. 研究の目的

Ultimately, the study focused on assessing how foreign laborers feel about life and work in Japan, and how they prepare for extended stays in Japan. This has potential positive ramifications for retention of competent workers, especially for small and medium enterprises with staffing problems, but also has less clear consequences for society in general as Japan becomes less "Japanese". The preliminary analysis of interview data has been completed and shows that many foreign low-skilled workers are finding ways to use the TITP as a springboard to longer stays in Japan. By making foreign workers the central focus of the research, we gain a deeper understanding of their motivations and experiences, their future plans vis-a-vis Japan, and the degree to which they are integrated into Japanese society. The eventual publications from the data gathered will represent an important contribution to the understanding of the lived experiences of workers themselves, making concrete how it is to work and live in

Japan despite being a part of an undesired class of migrant traditionally governed by

3. 研究の方法

The research adopted a hermeneutical phenomenological methodology to get at the lived experience of being a low-skilled worker in Japan, with the TITP as the entry point and necessary condition for inclusion in the study. 101 structured interviews were conducted with current and former TITP participants from 7 countries (Vietnam, China, Indonesia, Myanmar, Thailand, Philippines and Cambodia). The interviews followed a life cycle framework encompassing past, present and future considerations (the process of coming to Japan, experience of life in Japan focusing on work and interaction with Japanese society, and future plans for work, residence and skill use). A supplementary section on relationships with Japanese people and society was appended after the initial interview design to assess whether social integration was taking place and if participants had changed their opinions about Japan based on their experience in country, among other considerations related to multicultural coexistence. In the end, the interview template consisted of seven sections with between 4 and 15 questions per section, totaling 56 questions. The data obtained has been subjected to both qualitative analysis and quantitative analysis for data that could be calculated. The results of the analysis are discussed in the following section.

The main primary data from the interviews was supplemented by a small number of interviews with employers (small and medium enterprises) and two recruitment and placement agencies. Japanese government reports, analysis by Japanese and foreign NGOs/NPOs, and a broad range of academic studies has been used to triangulate the data and provide different, broader perspectives that may be missed in phenomenological research that fails to place the subject group in its broader context.

4. 研究成果

The analysis of the main data has revealed that, contrary to public perception and most academic studies, low-skilled foreign workers report being moderately satisfied with their life in Japan, and a very high percentage of the respondents (close to 80%) are either planning to stay in Japan in the medium to long term or have already switched to work visas that have less restrictions than the technical trainee visa, such as the Special Skilled Workers visa. The findings regarding interaction with Japanese society, however, confirm previous studies that show that low-skilled workers from Asian countries largely exist on the margins of Japanese society, with less than half reporting having Japanese friends outside of work, and even smaller numbers having any involvement in formal organizations or community activities that would deepen their connections to the society around them. In the qualitative analysis, several respondents talked about feeling unwanted, underappreciated, and the objects of discriminatory treatment by Japanese coworkers and neighbours. This confirms the argument that neither state authorities nor Japanese citizens in general look positively on the presence of low-skilled foreign workers, seeing them as a necessary evil rather than apt candidates for inclusion as residents or eventually citizens in Japan. This indicates that the goals of multicultural coexistence may be more difficult to realize for certain groups of foreign residents than others, and that there is a risk of production of a foreign underclass that has residence rights but little access to social mobility or higher levels of integration in Japan. In the long term, these are important risks that must be addressed, given the increasing foreign presence in Japan combined with the declining birthrate and aging native population.

In concrete terms, this research project has resulted in two short documentary films on the lives of technical interns in Japan that will be used as non-textual didactic tools at academic conferences and as ways to transmit the issue to a broader public. At present two co-authored academic articles are in progress using the data gathered during the grant period: one which focuses on a quantitative analysis of portions of the data, and another that compares the supply (i.e. workers) and demand side (i.e.

small and medium enterprises that employ low-skilled workers). They will be ready for submission within this academic year. In the medium term, I am planning to submit a monograph book proposal to Springer or another academic publisher which will look at the data from the 101 respondents and analyze it through the life cycle framework, and subsequently relate the findings to broader questions of social change in an increasingly multicultural Japan.

5. 主な発表論文等

〔雑誌論文〕 計0件

〔学会発表〕 計1件（うち招待講演 0件 / うち国際学会 0件）

1. 発表者名 Francis Peddie
2. 発表標題 Research on Technical Interns, and a historian seeking advice
3. 学会等名 Graduate School of International Development Faculty Development coffee talk series
4. 発表年 2022年

〔図書〕 計0件

〔産業財産権〕

〔その他〕

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6. 研究組織

氏名 (ローマ字氏名) (研究者番号)	所属研究機関・部局・職 (機関番号)	備考
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7. 科研費を使用して開催した国際研究集会

〔国際研究集会〕 計0件

8. 本研究に関連して実施した国際共同研究の実施状況

共同研究相手国	相手方研究機関
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