Equity and Ethnicity in Japanese Firms’ Global Talent Management

Introduction/インストロダクション

January 18, 2017/2017年1月18日

Jun KURIHARA/栗原 潤
(Research Director, Canon Institute for Global Studies (CIGS)/
キヤノングローバル戦略研究所 研究主幹)
Kurihara.Jun@gmail.com

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Today’s Workshop: Program

Opening Remarks, Introduction/開会・インストロダクション
Jun Kurihara (Research Director, CIGS)/栗原 潤 (キヤノングローバル戦略研究所 研究主幹)

I: Presentation/講演
“Equity and Ethnicity in Japanese Firms’ Global Talent Management”
Hilary J. Holbrow (Ph.D. candidate, Sociology Department of Cornell University, International Research Fellow, CIGS)/
ヒラリー・ホルブラウ (Cornell University, CIGS)

II: Discussion/討論
Moderator: Jun Kurihara (Research Director, CIGS)/栗原 潤 (キヤノングローバル戦略研究所 研究主幹)

Closing Remarks/閉会
Jun Kurihara (Research Director, CIGS)/栗原 潤 (キヤノングローバル戦略研究所 研究主幹)
**Foreigners Residing in Japan (in Thousands, As of June 2016)**

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<th>Total</th>
<th>Professors</th>
<th>Highly Skilled Profns</th>
<th>Managers</th>
<th>Researchers</th>
<th>Teachers</th>
<th>Int'l Cultural Activities</th>
<th>Intra-Companies</th>
<th>Engineers</th>
<th>Technical Interns</th>
<th>Students</th>
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Source: Japan’s Ministry of Justice

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**Discussion: the Ice Breaker’s Comments**

**I: Immigrants to Japan**

Japan’s Conservative, Highly Selective Immigration Regime (*Speaker’s Slide 12*)

Tomorrow’s Japan: A Less Attractive Destination for Skilled Immigrants (*Slide 29*)


**II: Research Question 1: Ethnic Bias or Prejudice in the Workplace**

Ethnic Bias or Prejudice: Yes or No? (*Slide 13*)

What Is the Root Cause of Ethnic Bias or Prejudice? Nationality? Race? Gender? Language? Is a Clear-cut Dichotomy of “Yes or No to Ethnic Bias in Japan” Appropriate?

**III: Research Question 2: How Does Ethnic Bias/Prejudice Affect Workers’ Earnings?**

How about Relationships among Competence, Seniority, and Earnings? (*Slide 14*)

How about Differences within Japanese Industry?

**IV: Answers to RQ1: Ethnic Bias/Prejudice—Yes, or No**

Problems associated with Statistical Approach: (*Slide 22*)

- Differences in *Gender*, Length of Service in Years, Type of Required Skills, and *Industry*;
- *Different Societal/Historical Backgrounds*

**V: Answers to RQ2: Does Ethnic Bias/Prejudice Affect Workers’ Earnings?**

Problems associated with Statistical Approach: (*Slides 25-29*)

- Different Statistical Populations: Westerners transferred to Japan, head-hunted from abroad, vs. Asians Just Graduated from Japanese Universities;
- Different in Corporate Performance (i.e. *Winning or Losing*? or *Industry*?)

Jun KURIHARA, Canon Institute for Global Studies (CIGS)