

# 外国人材と労働市場 : 欧州と日本の事例

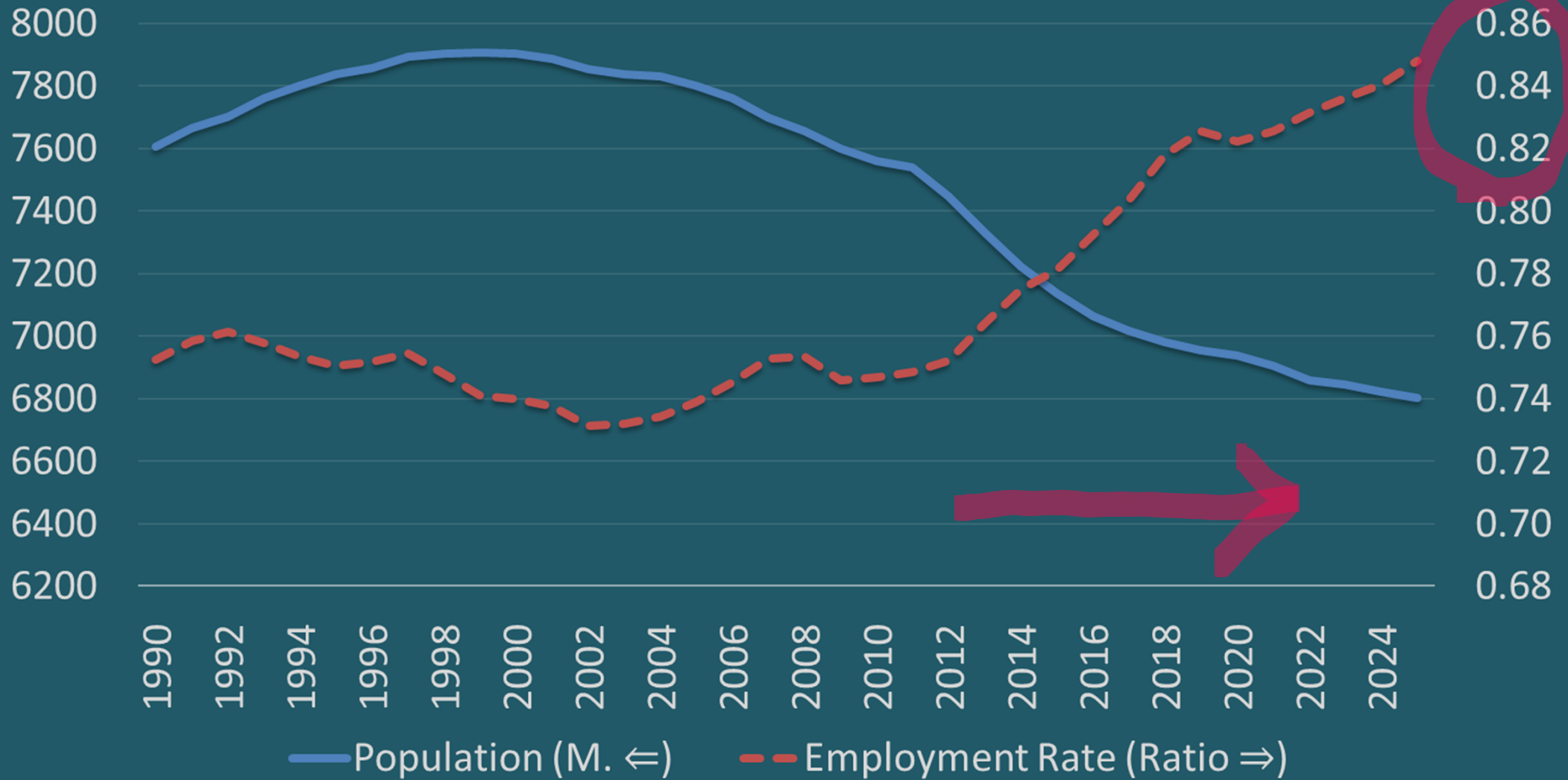
RIETI-CEPRカンファレンス

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武蔵大学経済学部

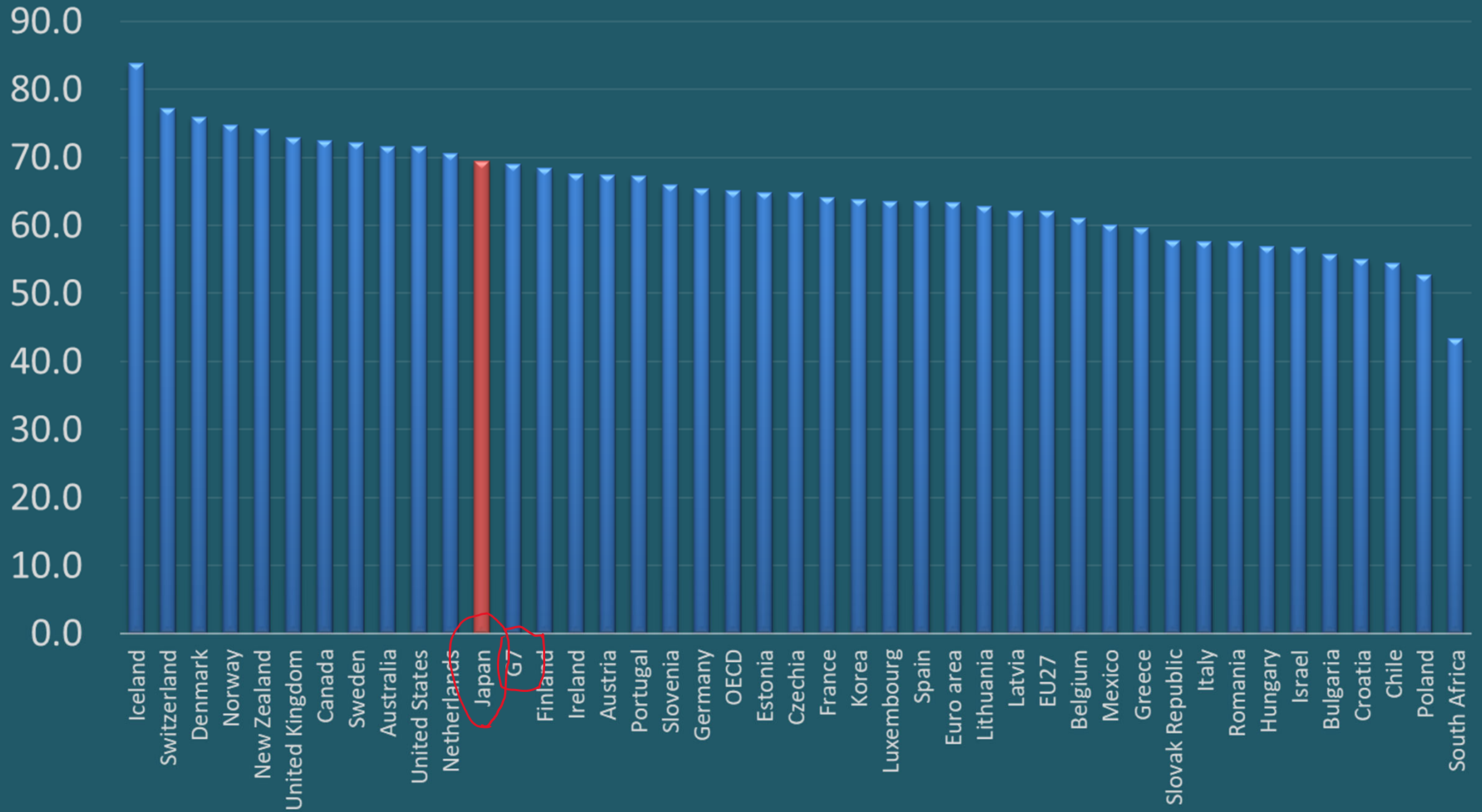
神林龍

# Population and Employment Rates of Prime Age (15 to 64) in Japan (Labor Force Survey)

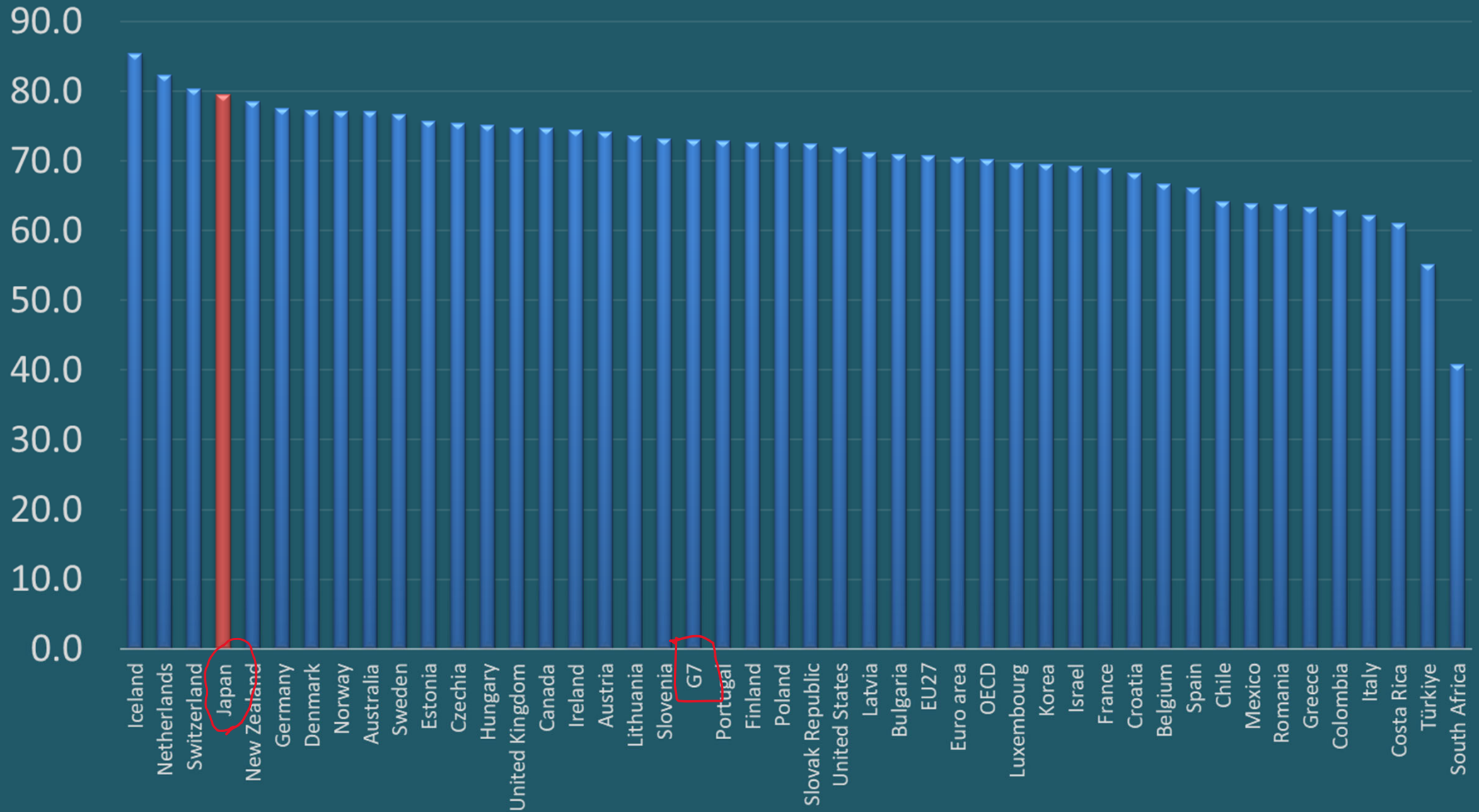


Population decline & Rapid Increase in Employment Rates

# Prime Age (15 to 64) Employment Rate in OECD (2005)



# Prime Age (15 to 64) Employment Rate in OECD (2024)



High Enough Employment Rates

## Recent Year-by-Year Transition of Prime Age Population and Employment in Japan

	population change (a)	employment change (b)	gap (c) = (b)-(a)	foreign population change (d)	share (d)/(c)
2012 ~ 2013	-117	0	117	3	<b>0.03</b>
2013 ~ 2014	-107	-4	103	6	<b>0.05</b>
2014 ~ 2015	-87	-21	66	11	<b>0.17</b>
2015 ~ 2016	-71	23	94	15	<b>0.16</b>
2016 ~ 2017	-47	40	87	18	<b>0.21</b>
2017 ~ 2018	-37	70	107	17	<b>0.16</b>
2018 ~ 2019	-27	31	58	20	<b>0.35</b>
2019 ~ 2020	-17	-36	-19	-5	0.24
2020 ~ 2021	-31	-2	29	-13	-0.44
2021 ~ 2022	-47	2	49	31	<b>0.64</b>
2022 ~ 2023	-14	18	32	34	<b>1.05</b>
2023 ~ 2024	-23	11	34	36	<b>1.05</b>
2024 ~ 2025	-18	37	55	36	<b>0.65</b>

- Before Covid-19
  - At most 30% of employment gap (difference between employment increase and population decline) shares increase in foreign population.
- After Covid-19
  - Shares increased substantially to 65% to 100%.

# Premises of labor markets

- Limit of domestic labor supply
  - Employment rates have been increased
  - But it is as female part-time.
  - Needs to convert them into fulltime, but how?
- **Management matters**
  - “Final Chapter” of gender convergence has not been understood sufficiently in Japan

# Current Immigration Administration as Labor Market Policy [雇用政策]

Female Part-time workers  
Foreign workers

Wage  
Convergence  
within-firm

**X** Dual Approach

Economic  
Integration  
Social Inclusion

# Current Immigration Administration as Social Policy [多文化共生]

Management  
Transformation

Technology based productivity growth  
[we have a dream!]

Labor Demand

# Dual Approach and Consistency?

- Dual Approach

- A) Labor Market Policy = Employer-based inclusion

- Segmentation may produce employers' incentives to include foreign workers within the firm

- B) Social Policy = Household-based inclusion

Q. These are consistent each other?

- If A) and B) premise different technologies:

- Paternalistic Management vs. Structured Management