

Filipino Workforce for Regional Economy: Some Remarks on Agriculture in Ohsumi Region, Japan

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ABSTRACT

The paper aims to make it clear what are the potentials and challenges on utilizing foreign workforce in rural Japan focusing on the Filipinos by analyzing the result of the research conducted in Ohsumi region in Kagoshima prefecture, Japan. The reason why the paper focuses on the Filipino workforce is that the Filipino population with permanent or long-term visa and that of intern technical trainees are quite large. In Japan, the prefectures and regions where agriculture and food processing industry are essential, the number of foreign workers is increasing to fill up labor shortage. Southern Kyushu, or Kagoshima prefecture and Miyazaki prefecture, Ohsumi region are the examples for this. So, the paper explores the situation of Filipino workforce engaged in agriculture in the area. The main parts of the study are divided into two. The first relates to the mailed survey to the supervising organization which accept intern technical trainees in Kagoshima prefecture and Miyazaki prefecture. The author has sent all the supervising organization in the two prefectures of 44, and has received responses by 28 organizations. The second part is based on the structured questionnaire survey to 48 Filipinos engaged in agriculture in Ohsumi region. Out of the 48, more intensive and time-taking interviews were conducted to three key informants, or “A” and “B”. By the research to the organizations, it was found the number of Vietnam trainees is much higher than that of Filipinos. However, the evaluation by supervising organizations on their skills are almost the same. It became clear that many organizations think to accept Vietnamese takes less time for procedure and less cost than to accept Filipinos. The research in Ohsumi region came up with very remarkable facts. Firstly, the study found that most of the part-time agricultural workers working at “A” ‘s farm was highly educated. Surprisingly, 6 out of 7 were college graduates. Second fact is that some unique business styles are taking place in Ohsumi region. “A” is selling Filipino vegetables. She sells them by big boxes to the Filipino customers on web all over Japan. She also gives them for free to those who come to her small retail shop called “sari-sari store” or customers of her mobile shop to increase the sale. It should be noted that she also tries to find the Filipinos who can work for her farm. “B” has started planting “malungay”, or “moringa” in English together with her husband. She is so active in promotion of selling the product, because she knows about the vegetable very well. In conclusion, taking a look at the situation of the Filipinos engaged in agriculture brought about the viewpoint of “quality of labor”. Or, the Filipino workforce is underutilized even though some have high quality. Filipino intern technical trainees are less not because the labor quality is lower. It is significant for regional economy to make the best use of foreign workforce suitable for their labor quality. This case study highlights this significant point.

Chapter 1. INTRODUCTION

The population of Japan is decreasing and aging, and coming up with the problem of labor shortage. According to the statistics of Ministry of Health, Labor and Welfare, the working age population from 15 to 64 years old is decreasing in the last two decades, as figure1 shows [Ministry of Health, Labor and Welfare, 2021]. However, the population of workers is increasing in the last ten years gradually [Ministry of Health, Labor and Welfare, 2021]. One major contributor is the increase in the number of foreign workers.

It is a crucial issue for Japanese economy to fill up the shortage of Japanese labor with foreign workers. The issue is more serious in rural Japan such as Kagoshima prefecture, especially in agricultural areas and remote islands. The Japanese government is now opening the labor market to the foreign workers. OTIT, Organization for Technical Intern Training, is in charge of technical intern trainees [Organization for Technical Intern Training (OTIT), 2021]. From April 2019, Japan has introduced a new visa category, or the specified skilled worker visa [Japan International Trainee & Skilled Worker Cooperation Organization (JITCO), 2021]. The foreigners who have a long-term visa or a permanent visa are also important to fill up the labor shortage. This is a historical change in the history of foreign labor policy in Japan. Japanese labor market is now open to more foreign countries than before.

More attention is usually paid to the Vietnamese in discussion of foreign labors because of its biggest and most rapidly increasing total number. The number of Filipino workers in Japan was actually ranked as the third among all the nationalities in 2020 [The Ministry of Justice, 2021]. However, most of the Vietnamese workers in Japan are technical intern trainees [The Ministry of Justice, 2021]. On the other hand, Filipinos are one of the biggest or the second in population in terms of the population with permanent or long-term visa in Japan next to Brazil [The Ministry of Justice, 2021]. If more flexible labor is the focus on the research, more attention should be paid to Filipinos. As the paper discusses, more Filipinos live in rural and agricultural areas in Kagoshima [Kagoshima prefecture , 2021]. If more comprehensive role of foreign workers for the local economy, Filipinos should be one of the main targets for the research.

According to the statistics by Ministry of Justice, there were only seven out of 47 prefectures where the population of Filipinos increased more than double from 2010 to 2020, and Kagoshima prefecture is included here together with Hokkaido, Iwate, Ishikawa, Kagawa, Ehime and Kumamoto (figure 2). Labor shortage will get more serious in these areas such as Hokkaido, Shikoku and Kyushu than other more populated areas.

This paper aims to clarify the situations of Filipino workers in the southern Kyushu especially in Ohsumi region in Kagoshima prefecture which is an agricultural area and it tries to figure out the challenges and perspectives of foreign workforce for regional economy, especially in rural area.

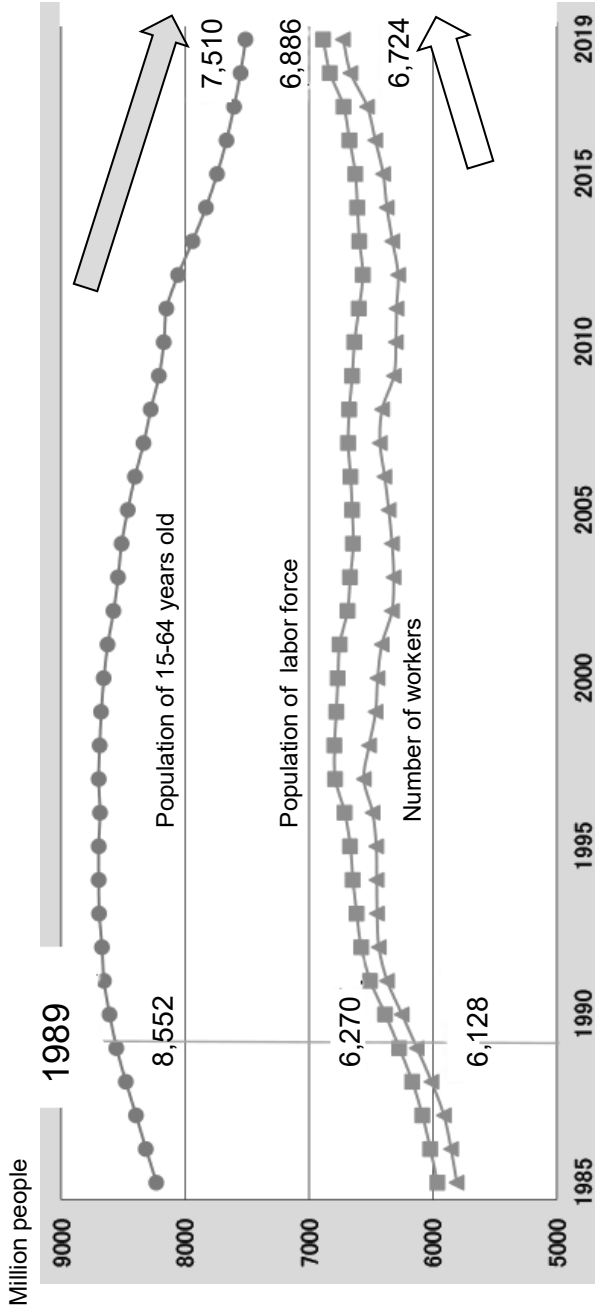
The paper deals with the conditions for the economic and social conditions where foreign workforce can make some contribution to regional economy. It also shows new business models by Filipinos and the situation where some Filipino workforce with high educational attainment is not fully utilized.

There are few academic papers on foreign agricultural workers in Japan. There are several reasons for this. One reason is that most of farmers are managed by their family members and they hire workers only when they are short of labor. And sometimes, the workers are not paid and even they are paid, they will not be given any pay slit or else. So, it is very difficult to grasp the real situation of hired workers in agriculture. If the workers are foreigners, it is more difficult to know the real situation. In some cases, the workers could be just tourists who are not allowed to work and paid. Their wages could be less than the minimum level regulated by the prefecture.

The paper firstly introduces the profile of Filipino workers in Japan and the southern Kyushu, or Kagoshima prefecture with the use of related literature and statistics prepared by the government and prefectures. Then, it focuses on the condition of technical intern trainees based on the result of survey by mailed questionnaires to the supervising organizations in Kagoshima and Miyazaki prefecture. Most of all the technical trainees are trained and supervised by the organizations while they are in Japan. So, information provided by them explain the state of intern technical trainees. The paper focuses on the differences of view on the two nationals, or Filipinos and Vietnamese. The reason behind the number of Vietnamese trainees surpasses that of Filipinos answer somehow the problems of the system regarding to technical intern trainees. Thirdly, the paper tries to the condition of Filipino workers in Ohsumi region in Kagoshima prefecture which is famous for its agricultural production. The author made a questionnaire survey to Filipino workers and conducted questionnaire survey in the region. The targets are both technical trainees and other agricultural workers. Based on the statistics, result of questionnaire survey to the supervising organizations and research on Filipino workers, the paper summarizes the current situation of Filipino workers in the southern Kyushu. Then, finally, it makes a policy recommendation on how to make the best use of Filipino workers in rural areas in Japan.

The author has conducted a research on Filipinos who work in Ohsumi region, Kagoshima Prefecture in Japan, which belongs to Kyushu (figure 3). Kagoshima prefecture and Miyazaki prefecture are located in the southern part of Kyushu (figure 4). Kagoshima prefecture is divided to seven regions, or Kagoshima, Nansatsu, Kokusatsu, Aira and Chosa, Ohsumi, Kumage and Oshima (figure 5). The latter two covers the remote islands such as Yakushima, Tanegashima and Amami-oshima. As figure 6 shows the Ohsumi area was the biggest in number of Filipinos as of June 30, 2020 [e-Stat, 2021]. The population of Filipinos was 562 which was more than those of other regions such as Nansatsu with 417 and Kagoshima with 326 [e-Stat, 2021].

Figure 1. Changes in the labor force and the number of workers in Japan



Source: Statistics Bureau, Ministry of Internal Affairs and Communications (2020)

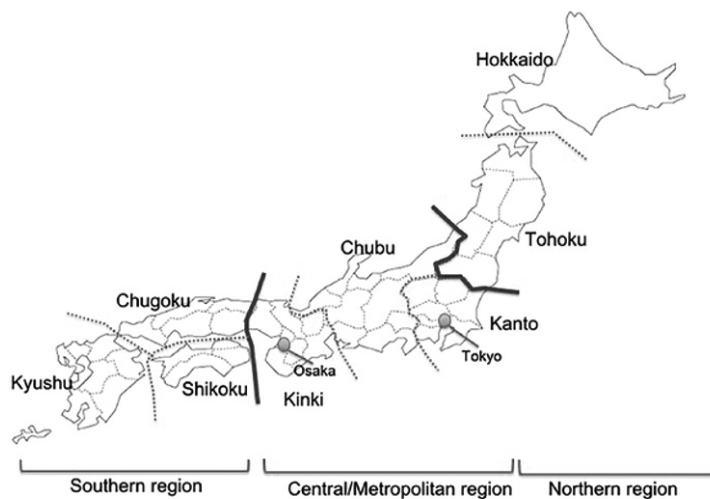
Note: In 2011, due to the Great East Japan Earthquake, there is no national aggregate value, so the supplementary estimated value was used.

Figure 2. Population of Filipinos by prefecture in 2010, 2015 and 2020 as of June and the growth rate from 2010 to 2020

Region	Prefecture	2010 June	2015 June	2020 June	Growth rate from 2010 to 2020
Hokkaido	Hokkaido	800	1,352	2,310	188.8%
Tohoku	Aomori	418	538	746	78.5%
	Iwate	563	987	1,426	253.3%
	Miyagi	837	1,112	1,493	78.4%
	Akita	537	643	819	52.5%
	Yamagata	529	688	895	69.2%
	Fukushima	1,702	2,301	2,743	61.2%
Kanto	Ibaragi	7,341	8,361	9,939	35.4%
	Tochigi	3,427	4,016	5,057	47.6%
	Gunma	5,270	6,182	7,904	50.0%
	Saitama	15,879	17,459	21,427	34.9%
	Chiba	16,396	16,684	19,781	20.6%
	Tokyo	30,323	29,724	34,124	12.5%
	Kanagawa	17,577	19,521	23,578	34.1%
Chubu	Niigata	2,050	2,121	2,704	31.9%
	Toyama	1,613	1,732	2,438	51.1%
	Ishikawa	523	748	1,062	103.1%
	Fukui	1,029	1,248	1,684	63.7%
	Yamanashi	1,687	1,891	2,034	20.6%
	Nagano	3,209	4,441	5,025	56.6%
	Gifu	7,881	10,255	13,366	69.6%
	Shizuoka	12,731	13,639	17,501	37.5%
	Aichi	24,802	30,114	39,209	58.1%
Kansai	Mie	5,169	6,065	7,412	43.4%
	Shiga	1,697	2,201	2,664	57.0%
	Kyoto	1,936	1,888	2,459	27.0%
	Osaka	6,035	6,769	9,340	54.8%
	Hyogo	3,243	3,757	5,195	60.2%
	Nara	462	673	881	90.7%
	Wakayama	470	671	746	58.7%
Chugoku	Tottori	395	499	586	48.4%
	Shimane	673	823	934	38.8%
	Okayama	1,387	1,631	2,049	47.7%
	Hiroshima	4,900	6,031	8,194	67.2%
	Yamaguchi	1,095	1,084	1,514	38.3%
Shikoku	Tokushima	485	652	771	59.0%
	Kagawa	951	1,341	2,057	116.3%
	Ehime	824	1,163	2,169	163.2%
	Kochi	447	576	751	68.0%
Kyushu and Okinawa	Fukuoka	3,336	4,134	5,578	67.2%
	Saga	436	538	700	60.6%
	Nagasaki	1,179	1,189	1,129	-4.2%
	Kumamoto	1,179	1,537	2,653	125.0%
	Oita	1,095	1,121	1,653	51.0%
	Miyazaki	530	557	809	52.6%
	Kagoshima	988	1,566	2,044	106.9%
	Okinawa	1,265	1,729	2,287	80.8%
	Total	196,740	224,048	282,023	43.3%

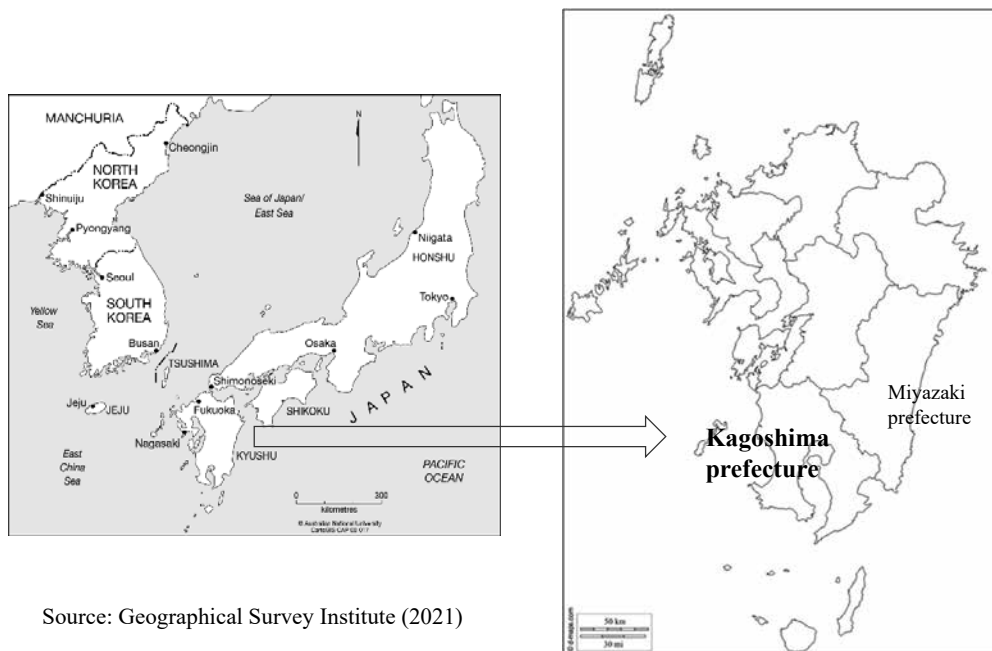
Source: Ministry of Justice (E-stat)
http://www.moj.go.jp/isa/policies/statistics/toukei_ichiran_touroku.html

Figure 3. Map of Japan by region



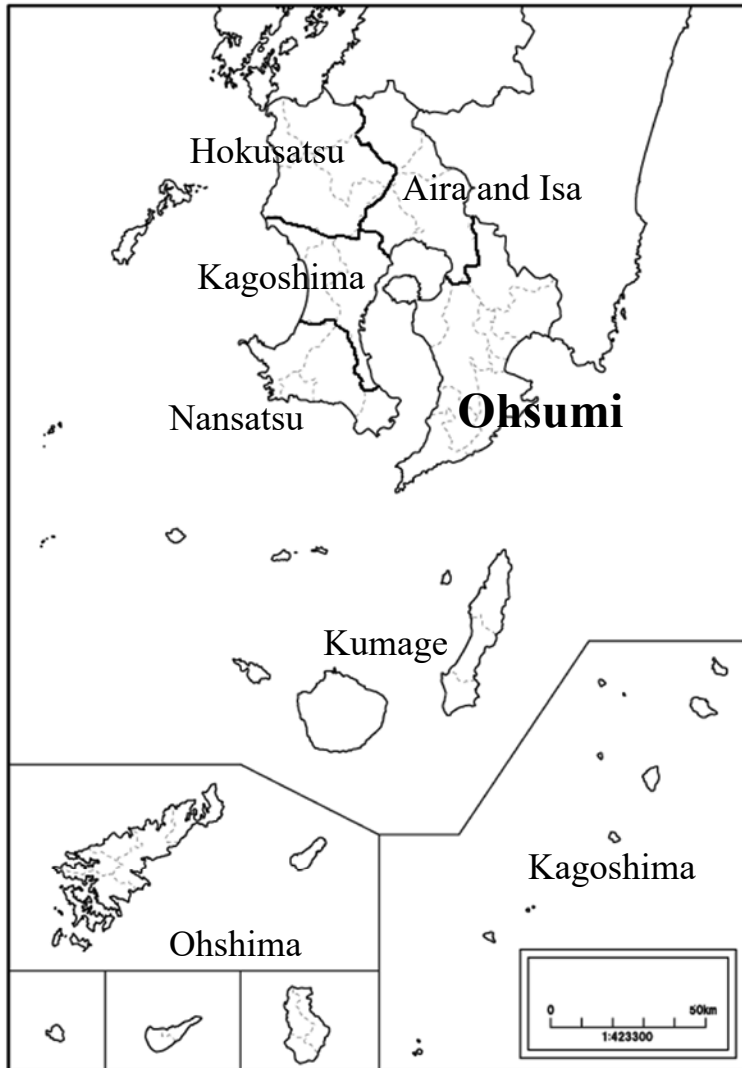
Source: ResearchGate
https://www.researchgate.net/figure/A-map-showing-the-regions-of-Japan-The-Kanto-and-Kinki-regions-are-metropolitan-areas_fig1_330233723

Figure 4. Location of Kagoshima prefecture and Miyazaki prefecture



Source: Geographical Survey Institute (2021)

Figure 5. Seven regions in Kagoshima prefecture



Source: Geographical Survey Institute (2021)

Figure 6. Population of Filipinos in Kagoshima prefecture as of June 30, 2020

Region	populationm	city/town/village	population
Kagoshima	327	Kagoshima city	267
		Hioki city	21
		Ichiki-kushikino city	38
		Mishima village	1
		Toshima village	0
Nansatsu	417	Makurazaki city	170
		Ibusuki city	103
		Minami -satsuma city	16
		Minami-kyushu city	128
Hokusatsu	303	Akune city	20
		Izumi city	101
		Satsuma-sendai city	137
		Stsuma town	36
		Nagashima town	9
Aira and Isa	179	Kirishima city	93
		Isa city	22
		Aira city	43
		Yusui town	21
Ohsumi	562	Kanoya city	226
		Tarumizu city	46
		Soo city	60
		Shibushi city	77
		Ohsaki town	75
		Higashi-kushira town	23
		Kinko town	21
		Minami-ohsumi town	9
Kumage	53	Kimotsuki town	25
		Nishi-no-omote city	13
		Nkatane town	5
		Minami-tane town	3
Ohshima	203	Yakushima town	32
		Amami city	15
		Yamamoto town	0
		Uken town	0
		Setouchi town	1
		Tatsugo town	3
		Kikai town	35
		Tokunoshima town	31
		Amagi town	29
		Isen town	18
		Wadomari town	25
		China town	43
Yoron town	3		

Source: Ministry of Justice (E-stat) 2021.

<https://www.e-stat.go.jp/stat-search/files?page=1&toukei=00250012&tstat=000001018034>

Chapter 2. REVIEW OF LITERATURE AND STUDIES

This chapter explains the outline of Filipino workforce in Japan. It illustrates how the Filipino workers came to one of the main foreign workforces in Japan.

Beginning of Filipino workers in Japan: Male musicians

One of the first group of Filipinos who came to Japan were musicians. Actually, a case study on Filipino workers in Japan was on the first group of Filipino workers in Japan in 1960s [Jose, 2007]. In 1960's, almost all Filipinos workers in Japan were musician not bar hostesses. They began to be popular among the Westernized Japanese in the 1920s and the Japanese middle class in the 1960s. At present, Filipino musicians in Japan are also popular in the sense that they are all over Japan, but they are nameless and majority of them would rather remain so [Jose, 2007]. Almost all the musicians used to be male, while majority of the entertainers including musician today are female [Jose, 2007].

Researchers and scholars on Filipino migrants' workers have observed that the jobs of Filipinos workers in Japan are a result of the demand supply nexus and the push-pull factors. Socioeconomic conditions in Japan, such as demand for cheap labor, aging population, decline in birth rate and demand for women for reproductive purposes, explains the need for foreign workers and foreign wives [Ballescás, 2003]. These factors partly explain why majority of Filipino workers in Japan are female, but they do not explain at all why entertainment has been the dominant occupation of Filipinos in Japan. These factors do not adequately explain why most of the Filipinos become entertainers. Although thousands of Asian women began to come to Japan for work in the late 1970s, they were not recognized as foreign workers [Morooka, 2006]. The term "gaikokujin rodosya" (foreign workers) was rarely used in the media during this period. Instead of "foreign workers", migrant women are commonly called "Japayuki-san", or "Ms. Japan-bound" in the 1980s [Morooka, 2006]. The term was invented in the early 1980s and became a buzz word around 1985 as the figures of apprehended migrant women sky rocketed [Morooka, 2006]. "Japayuki-san" was neither an academic nor official term, but a popular expression widely used in the mass media during 1980s. The term "Japayuki-san" was etymologically derived from "karayuki-san" (literally, Ms. Bound for China or Abroad), a label for Japanese women who migrated abroad as prostitutes in the late 19th and early 20th centuries. The term "karayuki-san" is a contraction of "kara hitoyuki" (a person going to Kara, i.e., China, or abroad) or "karankuniyuki" (going to China, or a country overseas). It refers to overseas prostitutes who, from the final stages of the Tokugawa shogunate in the mid-nineteenth century through the Meiji period (1868-1911) and until the middle of the Taisho period (1912-1925) at the end of World War I, left their native country behind and traveled north to Siberia or Continental China, or South to the various countries of Southeast Asia, or even to India and Africa, to sell their flesh to Foreigners. These women came from all over Japan, but it is said that the great majority came from the Amakusa Islands and the Shimabara Peninsula [Morooka, 2006].

The historical usage of the term aside, it is clear that “Karayuki-san” was used as a synonym for overseas prostitutes in the 1980s. Labeled as “Japayuki-san”, female migrants were, therefore, inevitably associated with this image of prostitutes [Morooka, 2006]. “Karayuki-san” were often forcibly recruited as part of Japan’s imperial policy to cater to those stationed in its colonial territories in Southeast Asia. Many others willingly became overseas prostitutes in order to subsist or support their parents, siblings, and children. Yet some others were sold to pimps and racketeers and coerced into prostitution. “Karayuki-san”, together with other Japanese women who served as prostitutes elsewhere, including Siberia, Hawaii, Australia, and some parts of India and Africa, were said to be the third-biggest foreign currency earner for Japan at the turn of the 20th century” [Morooka, 2006]. The image of Japan as a money making-paradise holds equally true for the Philippines. The flows of Asian migrant women since the late 1970s ought to be placed in proper historical perspective. While prostitution has been widely practiced in Southeast Asia [Morooka, 2006].

History of Filipino workers in Japan

The profile of Filipino workers in Japan are showed in figure 7 and figure 8. Figure 7 describes the number of the Filipinos in from 1947 to 1988. Figure 8 illustrates the location of addresses of Filipinos in Japan by prefectures from 1964 to 2000. As figure 7 shows, the number of Filipinos in Japan has been relatively small after the Second World War to 1970’s with less than 5,000. However, the number has increased so rapidly in mid-1980’s and exceeded 30,000 in 1988. As mentioned before, most of them were entertainers. Figure 7 shows that population of Filipinos surpassed two thousand in 1972 and it became more than five thousand after less than ten years in 1980 and more than 30,000 in 1988. As figure 8 shows, the population of Filipinos used to be limited to some prefectures before 1970’s. Okinawa was the only prefecture which had more than one thousand population of Filipinos in 1972, and was Tokyo in 1981. The number of the prefectures with the same condition jumped to thirteen in 1991, eighteen in 1995 and twenty-nine in 2000. Filipinos became one of the main foreign population spread all over Japan at the moment.

Because some of the Filipino workers working at the bars were staying in Japan illegally, Japan has engaged in a major crackdown on illegal migrants, raiding entertainment bars and tightening immigration rules as a means to prevent human trafficking and the exploitation of foreigners, especially women [Docot, 2009]. In reality, non -highly skilled foreign workers have immigrated in large numbers to Japan after the revision. In the early 1990s, during the last year of the so-called “bubble economy”, the number of undocumented immigrants strongly increased [Chivacci, 2007]. Parallel to the economic stagnation of the so-called “lost decade” between 1990 to early 2000’s, the undocumented population stagnated and began to decrease. Two main side-door policies after early 1990’s can be identified as Japanese emigrants and their descendants (nikkeijin) and the foreign trainee program. The technical internship programs for foreign workers are the second important side-door policy of Japan. Amendment of immigration law has contributed to increase the number of Japanese descendants in Japan [Immigration Service Agency of Japan, 2021]. The

residence status of “Long term Resident “was newly established through a revision to the immigration Act in 1989. These long-term residents are descendants of Japanese national, and few limits are placed on their activities in Japan. The number of foreign nationals of descent residing in the country increased, and although in 1991, the foreign residents with a residence status of Long-term Resident numbered 54,359 people, by 2006, 268,836 people were residing in Japan as Long -term residents. In 2007 and 2008, their numbers decreased to 258,498 in 2008, though this is thought to be as a result of the rather poor economic conditions in Japan during that period [Yamada, 2010].

Figure 7. Population of Filipinos in Japan (1947-1988)

Year	Number of Filipinos	Year	Number of Filipinos
1947	240	1968	632
1948	307	1969	758
1949	298	1970	932
1950	367	1971	863
1951	450	1972	2,250
1952	341	1973	2,424
1953	431	1974	2,758
1954	476	1975	3,035
1955	435	1976	3,083
1956	376	1977	3,600
1957	395	1978	4,281
1958	365	1979	4,757
1959	431	1980	5,547
1960	390	1981	6,729
1961	444	1982	6,563
1962	495	1983	7,516
1963	494	1984	11,183
1964	497	1985	12,261
1965	539	1986	18,897
1966	520	1987	25,017
1967	539	1988	32,185

Source: Homu Daijin Kanbo Shiho Hosei Chosabu Chosa, Tokei-ka (1992)

Figure 8. Location of Filipinos in Japan by prefecture, 1964-2000

Prefecture	1964	1968	1972	1976	1981	1991	1995	2000
Hokkaido		4	20	40	128	580	726	1,177
Aomori				37	35	290	321	686
Iwate				16	38	306	392	744
Miyagi	2	6	10	56	90	272	516	881
Akita				14	58	286	378	825
Yamagata					45	229	329	783
Fukushima	4	1	6	19	63	521	1,001	2,572
Ibaragi	4		6	16	109	1,286	2,203	5,174
Tochigi			2	50	150	992	1,338	2,710
Gunma	3	3	16	33	125	1,613	2,499	6,063
Saitama	2	1	6	59	214	3,622	6,007	10,059
Chiba	8	9	12	37	266	3,577	6,665	12,111
Tokyo	260	341	533	837	1,472	11,224	15,382	24,597
Kanagawa	85	99	149	215	529	3,726	6,876	11,484
Niigata			12	37	77	760	1,101	2,243
Toyama			2	23	23	313	532	1,234
Ishikawa		8	2	9	25	334	265	432
Fukui			3	2	22	330	469	640
Yamanashi	3	1	1	2	29	555	816	1,741
Nagano			1	8	90	1,467	2,142	4,375
Gifu	2		6	13	74	477	1,107	3,541
Shizuoka	4	7		52	151	1,864	2,943	7,614
Aichi	8	15	23	87	406	2,274	4,650	10,764
Mie			2	16	22	510	764	1,628
Shiga					25	277	359	1,208
Kyoto	10	11	13	37	98	612	727	1,646
Osaka	34	58	135	218	429	1,649	2,429	3,938
Hyogo	29	35	97	182	211	680	1,280	2,463
Nara			2	11	44	183	270	458
Wakayama		1		22	47	213	259	676
Tottori				11	36	256	206	501

Shimane				4	16	234	338	942
Okayama	3	2	1	21	56	531	752	1,141
Hiroshima	2	5	4	22	119	1,087	1,510	2,811
Yamaguchi	3	1	6	22	70	471	479	1,090
Tokushima			2	7	15	140	196	707
Kagawa			1	11	68	365	412	1,192
Ehime	1		2	19	29	429	376	643
Kochi	1	1	1	3	14	106	226	518
Fukuoka	9	4	15	63	187	1,091	1,257	3,265
Saga					15	162	204	622
Nagasaki	8	16	21	34	35	302	298	691
Kumamoto				2	82	480	737	1,482
Oita	4			14	38	277	366	873
Miyazaki				1	33	325	345	633
Kagoshima	9	3	4	17	81	654	700	1,216
Okinawa			1,132	684	740	1,160	1,149	1,656
Total	497	632	2,250	3,083	6,729	49,092	74,297	144,871

Sources: Ministry of Justice

Homepage (moj.go.jp/Press/010613-1-3.html) for 2000; Homusho Nyukoku Kanri-kyoku for all other years.

Immigration policy in Japan

Regarding the introduction of foreign labors by Japanese government, there are two important categories, or “Intern Technical Trainees” and “Specified Skilled Worker”.

The Technical Intern Training Program was established as a formal program in 1993 based on the high evaluations of training programs conducted by overseas local companies and others in the form of employee education starting in the late 1960s [Japan International Trainee & Skilled Worker Cooperation Organization, 2021]

In December 2018, an extraordinary session of the Diet passed and enacted “the Act on Amending the Immigration Control and Refugee Recognition Act and the Ministry of Justice Establishment Law”. The main purpose of this act was to establish “Specified Skilled Worker” as a new residency status. It will be possible for industries that are experiencing extreme labor shortages to accept foreign human resources as specified skilled workers as of April 1, 2019 [Japan International Trainee & Skilled Worker Cooperation Organization, 2021]. Under the program relating to the Specified Skilled Worker residency status, businesses, including small and medium scale businesses, in industries that are having difficulty in recruiting human resources de-

spite the efforts made to raise productivity and recruit domestic human resources, will be permitted to hire the foreign nationals who possess certain specialized knowledge or skills and will be immediately able to work in order to respond to extreme labor shortages.

Japanese government has passed a bill to create two new visa statuses in 2018 [Deguchi, 2018]. The first is for foreign workers having a certain level of skill. They can stay in Japan for up to five years but will not be allowed to bring their family members. The second is for workers with a higher level of skill who would be allowed to bring their spouses and children. If certain conditions are met, they could be permitted to live in Japan indefinitely. The government says an ordinance decides on the sectors in which these two categories of foreign workers can be employed. It accepts them in 14 industrial sectors such as construction and agriculture. The total number of workers admitted under these two statuses may swell to hundreds of thousands. Although the government insists that the new policy is not for accepting immigrants, an influx of such a large number of foreign workers will be in reality nothing less than immigration. If so, half-hearted measures will be insufficient to deal with the issue. There are three important points that need to be discussed [Deguchi, 2018]. First, for what purpose Japan will accept immigrants must be clarified. Simply put, is Japan focusing on accepting people with professional skills and knowledge. Second, Japanese language ability is indispensable for a foreign national living in Japan. Since the Japanese language is the basis of Japanese culture, it is necessary to build a system to teach the language, culture and customs to newcomers, giving careful thought to the question of who will teach, where and how. Third, the fundamental questions of how to treat foreign workers in Japan's public insurance system and whether they should be given the right to vote and to run in elections should be thoroughly considered. The prime minister told the Diet that Japan will accept these foreign workers not simply as laborers but as people. If Japan introduces unskilled foreign workers with the narrow-minded view of overcoming its labor shortage, a short-term problem, a new third social class made up of foreigners after Japanese men and women could come into being, thus increasing social discord and friction [Deguchi, 2018].

Illegal Foreign workers

As the number of foreign workers increases, there has emerged a problem of illegal foreign workers in Japan. As of January, 2020, 82,892 people were illegally overstaying their visas according to the estimate of Ministry of Justice in Japan [Ministry of Justice, 2021]. Many of them are thought to be working illegally (figure 9a and figure 9b). Compared to May 1, 1993, when the number was at its highest ever with 298,646 people [Yamada, 2010], this figure represents a decrease of 216,030 people. However, the number of over-stayers continues to increase in the last four years as the figure 9a and figure 9b show [Ministry of Justice, 2021]. As figure 10a and figure 10b show, by nationality or country of origin, Vietnam, South Korea, China and Thai were the top four countries in the number of over-stayers with 47,313 people, making up 57.38% of the total [Ministry of Justice, 2021]. Judging from the breakdown of deportation procedures that were put in

motion for approximately 32,000 illegal workers in Japan, most of those who came to Japan from other Asian Countries such as China, South Korea, and the Philippines had been working as construction workers and builders, and many of the women had been working as “hostesses” in “hostess clubs” [Yamada, 2010].

The status of over-stayers differ country to country (figure 10a and figure 10b). In terms of over-stayers who are technical intern trainees, the number of Vietnamese surpasses other countries with 8,770 among the total of 12,457, making up 70.4% [Ministry of Justice, 2021]. On the other hand, South Korea, Thai and China ranked the top three in the number of illegal foreign over-stayers with short-time visas [Ministry of Justice, 2021]. The number of over-stayers of Filipinos in Japan is less compared to those countries, with 150 for technical trainees and 2,599 for short-time visa holders.

The Current employment Policy on Foreign workers being carried out by the Ministry of Health, Labor and Welfare can be divided into four parts below [Yamada, 2010].

- Assessment of the employment situation of foreign workers
- Appropriate response to foreign job applicants
- Raising awareness on and provision of employment management assistance, for employers
- Promotion of appropriate employment.

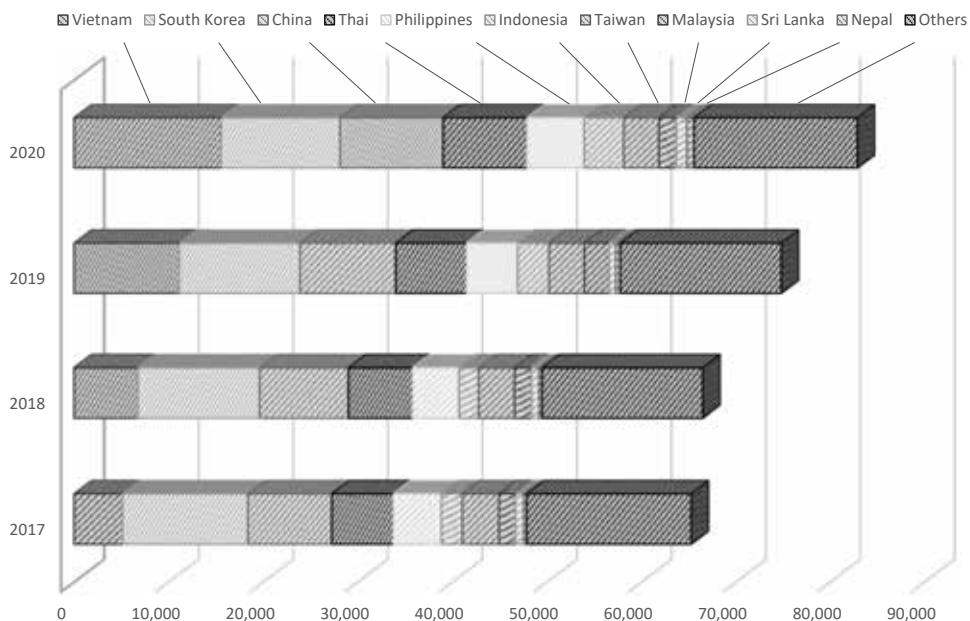
Figure 9a. Number of over-stayers as of January 1 (2017-2020)

	2017	2018	2019	2020
Vietnam	5,137	6,760	11,131	15,561
South Korea	13,265	12,876	12,766	12,563
China	8,846	9,390	10,119	10,902
Thai	6,507	6,768	7,480	8,872
Philippines	5,082	4,933	5,417	6,061
Indonesia	2,222	2,076	3,323	4,180
Taiwan	3,887	3,784	3,747	3,730
Malaysia	1,761	1,784	2,605	1,846
Sri Lanka	847	816	718	1,112
Nepal	333	325	462	759
Others	17,383	16,986	17,053	17,306
Total	65,270	66,498	74,167	82,892

Source: Ministry of Justice (2021)

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Figure 9b. Number of over-stayers as of January 1 (2017-2020)



Source: Ministry of Justice (2021)

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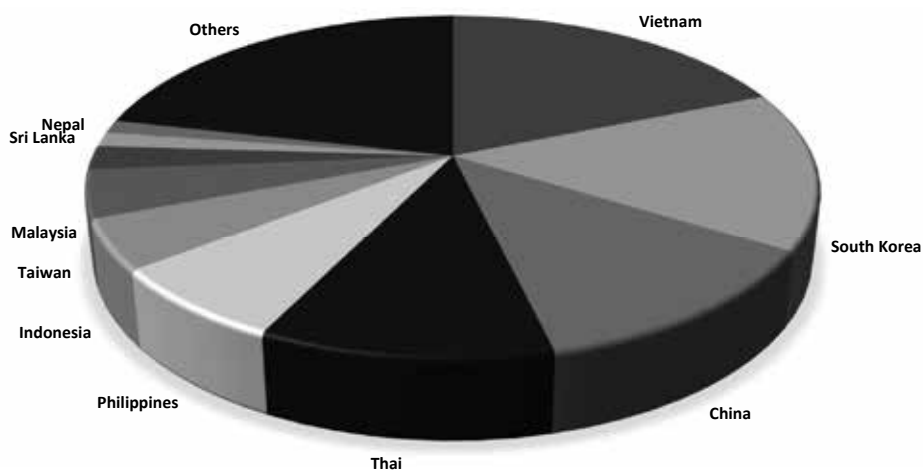
Figure 10a. Number of over-stayers in Japan by country and status of visa as of July 1, 2020

	Total	Status of visa					
		Short stay	Intern Technical Trainee	Designated Activities	Student	Spouse	Others
Vietnam	15,511	826	8,770	1,811	3,525	13	566
South Korea	12,423	11,802	-	30	133	215	243
China	10,300	5,082	2,513	372	970	412	951
Thai	9,079	8,618	139	30	10	205	77
Philippines	5,897	2,599	150	705	19	867	1,557
Indonesia	3,982	2,233	656	873	78	54	88
Taiwan	3,708	3,651	-	14	6	10	27
Malaysia	1,837	1,802	1	-	6	14	14
Sri Lanka	1,124	494	-	389	131	20	85
Nepal	1,013	105	-	752	57	3	94
Others	17,742	13,837	1	988	235	808	1,653
Total	82,616	51,049	12,457	5,964	5,170	2,621	5,355

Source: Ministry of Justice (2021)

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Figure 10b. Number of overstayers in Japan by country and status of visa as of July 1, 2020



Source: Ministry of Justice (2021)

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Approaches to study on foreign workers

Most of the academic works on foreign labors are focused on several kinds of work such as entertainers, Japayuki, nurses and caregivers, trainees, ALTs, agricultural workers, fishermen, and factory workers. The first focus was put on the situation of Japayuki in 1990's. Then, caregivers are becoming one of the most discussed field at the moment. Care work today has increasingly becoming commodified shifting at least partly from unpaid work to paid work due to change in the family, rise in life expectancy and as more women are entering into the labor market. More and more women from the developing countries are traveling for longer distance to undertake “women’s work “such as domestic work and care work in developed countries which has been epitomized as “feminization of migration’ [Ehrenreich, 2003]

In Japan the total fertility rate has been below the replacement level of 2.1 children per woman since the middle of the 1970s and female life expectancy at birth exceeded 80 years old around the middle of the 1980s [Kaneko, 2013]. As a consequence, in the first decade of the twenty-first century, the total population of Japan began to decline, after reaching its peak of 128 million in 2008 with the highest proportion of the elderly in the world. It is obvious that this country has shifted to a new population regime [Kaneko, 2013]. This new regime has been called an “aged society with low fertility” or the “age of depopulation [Kaneko, 2013]. In 2020, the ageing population has reached 28.8% of the total population and it is expected that one in three persons will be above 65 years old in 2035 and the aging population will continue to rise and in 2065 more than 38% will be above 65 years old according to the same source [Cabinet Office, 2020].

Still Japan found itself in need of more labor as the mobilization of senior workers and women in proved to be in or sufficient. The workforce was particularly short on laborers willing to take the so-called “3K” or “3D” jobs, which are “kiken” (dangerous), “kitsui” (demanding), and “kitanai”(dirty) [Connell, 1993] However, Japan is still not willing to fully confront the identity crisis that would arise from reforming its closed-door immigration policies and granting entry and employment to foreign workers. It was then that Japan remembered the Nikkeijin in late 1980’s. Defined by the Ministry of Justice as “foreign nationals with Japanese ethnic origins,” Nikkeijin mainly hail from Latin America (Brazil and Peru), the United States, and the Philippines. By 2025, all Japanese baby boomers who were born from 1947 through 1949 will be 75 years of age or older. The Ministry of Health, Labour and Welfare (MHWL) estimates that by that year there will be 20 million people who are 75 years of age or older, and there will be a shortage of caregivers for them [Welfare Service Workers Special Committee, 2015]. Therefore, the Japanese government has looked to foreigners to fill the gap. The Japanese proficiency requirement for caregivers was proposed on December 18, 2018 at the ruling Liberal Democratic Party’s first meeting on the outline of a new system to accept foreign workers [Funazaki, 2018]. The number of foreign workers who will be allowed to work in nursing care under the new visa status of “specified skills” was estimated at 60,000 over five years from April, 2018 [Funazaki, 2018]. As a result, aspiring foreign care workers will be required to pass two Japanese language ability tests. First, they will need to pass either a newly set test, tentatively called “Japanese Standard assessment test,” or attain a certain level in the existing Japanese-Language Proficiency Test. In the latter, test takers must demonstrate daily conversational ability in Japanese when spoken to slowly, they will have to pass another test, yet to be established, to evaluate their command of caregiver terminology [Funazaki, 2018].

The latest figure means one in six nursing care students in Japan is foreign, as the number of Japanese students fell by half over the last five years to 5,714 as of April, 2018 according to a survey conducted by the association on 365 institutions with nursing care programs, including vocational schools, junior colleges and universities. Japanese students appear to be steering clear of care giving jobs. The sectors average monthly wage is about JPY100,000 less than in other industries. Of the foreign students, the most were from Vietnam, at 542, followed by those from China, at 167; Nepal, at 95; Indonesia, at 70; and the Philippines, at 68 [Funazaki, 2018]. The government has been trying to expand its use of foreign workers in the sector, as it is expecting to see a shortage of 340,000 caregivers in 2025 when those in the boomer generation reach age 75 or above [Funazaki, 2018].

Influence of Olympic Games in Tokyo and COVID-on foreign labor in Japan

Prime Minister Shinzo Abe has unveiled a plan to review the rules in 2017, saying foreign labor will increasingly be needed, particularly in the booming construction industry ahead of the Tokyo Olympics 2020 [France-Presse, 2017].

However, due to the pandemic of COVID-19, the event was postponed to July, 2021, and the number of

foreign workers to come work in Japan has not increased so rapidly by the restriction of issuing visa to foreigners.

COVID-19 causes an economic problem in Japan. Some agricultural areas in Japan, for example, are facing problems of labor shortage, for foreign technical intern trainees involved in seasonal farm work cannot enter Japan due to its outbreak [Okamoto, 2020]. In a worse- case scenario, this might mean that fruits and vegetables will be in short supply and their prices may rise greatly. Another issue is a question of human rights. Foreign nationals flocked to the Tokyo Regional Immigration Bureau in 2020 to extend their visas with attention to protect themselves from the pandemic, and some foreign technical intern trainees were those who escaped from companies with hard working conditions. Some have turned themselves in at immigration offices in the hope of returning to their homelands, but all sorts of obstacles prevent them from leaving Japan. They have violated the visa on which they entered Japan, the “missing” technical intern trainees are no longer covered by the Japanese health insurance system, meaning they cannot seek treatment at a medical institution should they become infected with the virus [Zujeva, 2021].

Summary of history and present situation of Filipino workers

The history of Filipino workers in Japan started in entertainment industry in 1960s. Most of them were male musicians playing Jazz. In mid-1980s, different group of Filipinos begun to come to Japan. They were the female entertainers who worked at night clubs, called “Japayuki” meaning girls heading for Japan. The term is named after “Karayuki” which were the Japanese young girls to work abroad in the east and south east Asian countries in late 19th century. “kara” means China or abroad in general. The boom of Filipina entertains continued until when the bubble economy in Japan halted in the early 1990’s. Some of the Filipinas got married with Japanese and settled down in Japan. Even though the number is much smaller compared to those from China, some “Nikkei-jin” or Japanese who were left in the Philippines after the Second World War and their descendants were found by some NGOs and some of them came to Japan to live. The last and most recent group of Filipino workers are the technical trainees. The number started to rise in early 2010’s. So, the Filipino workers in Japan are categorized to ex-entertainers, technical intern trainees, “Nikkeijin” and spouses of Japanese. Those countries such as China, Vietnam, Nepal and Korea are the major origins of the foreign students. Most of the students work for additional income for their study, living and support for their family back home. However, the number of Filipino students is very small and ranked as the thirteenth with 2,221 compared to 121,845 for Chinese students in 2020.

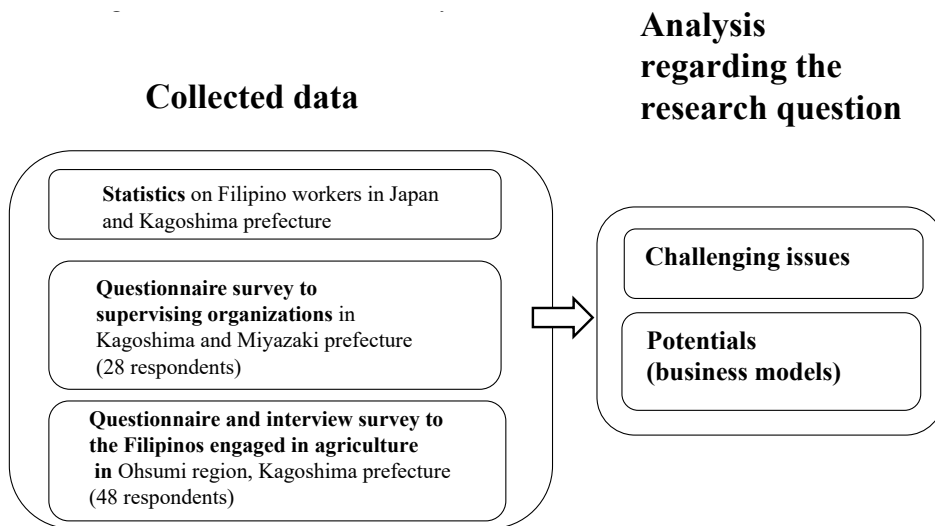
Filipino workers used to be notorious for Illegal workers or over-stayers working without proper visas. However, now Vietnamese is far more than Filipinos in those numbers. As the author shows, Filipinos are considered to be more compliance with. The Japanese laws. It may have something to do with effort of Filipino government which aims to send good labors abroad and to protect their rights.

Chapter 3. METHODOLOGY

Based on the discussion mentioned, the paper aims to clarify the characteristics of Filipino workers in the southern Kyushu and make a suggestion on how they can contribute to regional economy (figure 11). It firstly shows the profile of Filipino workers with the statistics of Japanese government and prefecture. It aims to make it clear how the Filipino workers are different from other nationals such Vietnamese and Chinese. Secondly, its illustrations how the Japanese supervising organizations in charge of training and monitoring the technical trainees in Kagoshima and Miyazaki Prefecture see the differences between Filipino and the Vietnamese technical trainees based on the questionnaire survey. Thirdly, it clarifies how the Filipino workers are actually employed and paid in Ohsumi area in Kagoshima Prefecture which is one of the most important agricultural areas in Kagoshima prefecture. The focal points of discussion are the profile of the Filipino workers regarding their gender, age, educational attainment, income and amount of money of remittance to the Philippines and new business styles of the Filipinos based on agriculture.

With the use on these research results, the paper makes some remarks on the Filipino workforce for the regional economy.

Figure 11: Framework of the study



Chapter 4 RESULT AND DISCUSSION

4.1 Filipino workers in Japan and Kagoshima: Statistics

Filipino workers on a national basis

Figure 12a and figure 12b show the total number of foreign workers by country as of October 31 from 2016 to 2020 [Ministry of Health, Labour and Welfare, 2021]. The total number of the foreign workers in Japan as of October 31, 2020 was 1,724,328, and that of Filipino workers was 184,750 which comes next to Vietnam and China including Hong Kong. According to the figures, the number of Vietnamese has been most rapidly increased and it surpassed that of Chinese. The number of Chinese workers in 2019 was almost the same in the following year. Because of the rapid economic growth in the country, they have less incentive to work abroad than before. The number of Filipino has been gradually increasing in the four years.

The growth in numbers of workers from Vietnam is mainly by the increase of technical intern trainees. Actually, most of the Vietnamese workers are technical trainees. Figure 13 describes the number of foreign workers of selected countries by status as of October 31, 2020. It shows that percentage of technical intern trainees is the biggest in Vietnam among the countries. In contrast, the percentage of workers based on the status with long term or permanent visa is much higher for Chinese and Filipinos.

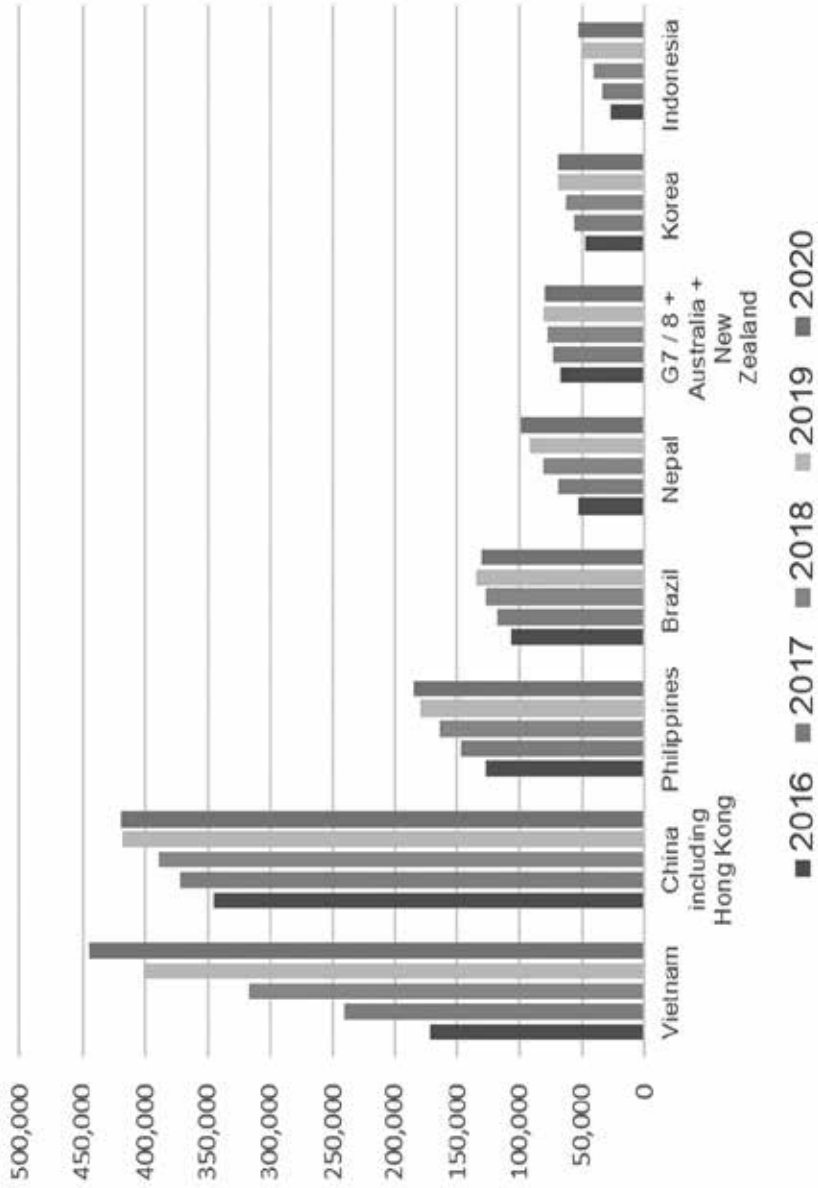
Figure 14 shows the number of foreign workers by country and industry as of October 31, 2020. Vietnamese, Chinese and the Filipinos differ in the industries they work. More Chinese are engaged in professional industries such as ‘telecommunications’ and ‘education and learning support industry’. The country is not a mere provider of simple labors anymore. More Vietnamese are engaged in ‘construction’ and ‘manufacturing’. More Filipinos are engaged in ‘medical and welfare’.

Figure 12a. Total number of foreign workers by country as of October 31, 2020

	2016	Relative change rate from last year	2017	Relative change rate from last year	2018	Relative change rate from last year	2019	Relative change rate from last year	2020	Relative change rate from last year
Total number of foreign workers	1,083,769	19.4%	1,278,670	18.0%	1,460,463	14.2%	1,658,804	13.6%	1,724,328	4.0%
Vietnam	172,018	56.4%	240,259	39.7%	316,840	31.9%	401,326	26.7%	443,998	10.6%
China including Hong Kong	344,658	6.9%	372,263	8.0%	389,117	4.5%	418,327	7.5%	419,431	0.3%
Philippines	127,518	19.7%	146,798	15.1%	164,006	11.7%	179,685	9.6%	184,750	2.8%
Brazil	106,597	10.3%	117,299	10.0%	127,392	8.6%	135,455	6.3%	131,112	-3.2%
Nepal	52,770	35.1%	69,111	31.0%	81,562	18.0%	91,770	12.5%	99,628	8.6%
G7 / 8 + Australia + New Zealand	67,355	10.0%	73,636	9.3%	77,505	5.3%	81,003	4.5%	80,414	-0.7%
United States	28,976	9.9%	31,548	8.9%	32,976	4.5%	34,454	4.5%	33,697	-2.2%
United Kingdom	10,859	8.1%	11,730	8.0%	12,236	4.3%	12,352	0.9%	12,330	-0.2%
Korea	48,121	16.1%	55,926	16.2%	62,516	11.8%	69,191	10.7%	68,897	-0.4%
Indonesia	27,747	30.3%	34,159	23.1%	41,586	21.7%	51,337	23.4%	53,395	4.0%
Peru	26,072	6.8%	27,695	6.2%	28,686	3.6%	29,554	3.0%	29,054	-1.7%
Others	110,913	31.0%	141,524	27.6%	171,253	21.0%	201,156	17.5%	213,649	6.2%

Source: Ministry of Health, Labour and Welfare https://www.mhlw.go.jp/stf/newpage_09109.html

Figure:12b. Total number of foreign workers by country as of October 31 . from 2016 to 2020



Source: Ministry of Health, Labor and Welfare
https://www.mhlw.go.jp/stf/newpage_09109.html

Figure 13. Number of foreign workers in Japan by country and status as of October 31, 2021

	Total	1) Professional/ technical field		2) Specific activities*	3) Technical Intern Training	4) Other than that permitted under the status		5) Based on Status				6) Unknown	
		Total	Engineer, specialist in humanities/information services, and intra-company			Total	Student Status	Total	Long Term Residents	Spouses and others of Japanese Residents	Spouses and others of Long Term Residents		Permanent Residents
Total number of foreign workers	1,724,328	359,520	282,441	45,565	402,356	370,346	306,557	546,469	322,092	95,226	15,510	113,641	72
China including Hong Kong	419,431	122,485	101,474	5,120	76,922	95,878	79,677	119,018	83,989	18,197	6,091	10,741	8
Korea	68,897	30,719	27,154	3,084	38	8,260	7,136	26,789	19,045	5,836	485	1,423	7
Philippines	184,750	12,537	8,221	5,207	34,590	3,176	2,339	129,235	76,554	18,783	2,921	30,977	5
Vietnam	443,998	62,155	54,288	10,403	218,600	136,781	127,512	16,057	7,256	3,844	1,451	3,506	2
Nepal	99,628	17,017	12,942	2,529	644	74,673	44,143	4,764	2,357	1,170	533	704	1
Indonesia	53,395	5,718	3,811	2,919	33,239	5,356	5,042	6,162	3,165	1,536	153	1,308	1
Brasil	131,112	1,039	706	78	96	278	224	129,621	63,034	16,647	1,003	48,937	0
Peru	29,054	154	72	28	64	70	63	28,738	19,546	1,461	700	7,031	0
G7 / 8 + Australia + New Zealand	80,414	45,783	26,481	1,883	26	2,626	1,972	30,063	15,895	13,186	252	730	33
United States	33,697	20,310	10,316	94	3	678	464	12,581	6,707	5,465	91	318	31
United Kingdom	12,330	7,049	4,184	292	1	222	164	4,766	2,663	2,004	26	73	0
Others	213,649	61,913	47,292	14,314	38,137	43,248	38,449	56,022	31,251	14,566	1,921	8,284	15

Note: The status of residence "Specific activities" is the total of domestic employees employed by working holidays, diplomats, etc.

Source: Ministry of Health, Labour and Welfare https://www.mhlw.go.jp/stf/newpage_16279.html

Figure 14. Number of foreign workers by country and industry as of October 31, 2020

	Total for all the industries	Construction		Manufacturing		Telecommunications		wholesale and retail		accommodation, food and drink service industry		Education and learning support industry		Medical and welfare		Service Industries (Other unclassified)	
		Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate	Composition rate
Total number of foreign workers	1,724,328	110,898	6.4%	482,002	28.0%	71,284	4.1%	232,014	13.5%	202,913	11.8%	71,775	4.2%	43,446	2.5%	276,951	16.1%
Vietnam	443,998	57,862	13.0%	159,923	36.4%	4,790	1.1%	50,130	11.3%	53,270	12.0%	1,626	0.4%	7,349	1.7%	63,498	14.3%
China including Hong Kong	419,431	14,720	3.5%	96,619	23.0%	33,533	8.0%	85,781	20.5%	60,672	14.5%	16,558	3.9%	8,327	2.0%	43,081	10.3%
Philippines	184,750	11,582	6.3%	65,753	35.6%	1,797	1.0%	17,292	9.4%	10,552	5.7%	3,408	1.8%	12,295	6.7%	38,132	20.6%
Brazil	131,112	3,788	2.9%	55,023	42.0%	849	0.6%	6,206	4.7%	3,180	2.4%	1,060	0.8%	1,818	1.4%	46,336	35.3%
Nepal	99,628	759	0.8%	12,682	12.7%	661	0.7%	16,539	16.6%	29,258	29.4%	476	0.5%	813	0.8%	25,601	25.7%
G7/8 + Australia + New Zealand	80,414	574	0.7%	3,998	5.0%	6,528	8.1%	6,786	8.4%	3,062	3.8%	30,908	38.4%	1,132	1.4%	7,706	9.6%
United States	33,697	266	0.8%	1,287	3.8%	2,605	7.7%	1,981	5.9%	609	1.8%	14,507	43.1%	494	1.5%	3,202	9.5%
United Kingdom	12,330	59	0.5%	423	3.4%	827	6.7%	714	5.8%	267	2.2%	5,784	46.9%	158	1.3%	1,173	9.5%
Korea	68,897	1,222	1.8%	6,216	9.0%	9,961	14.5%	14,011	20.3%	9,784	14.2%	5,022	7.3%	2,382	3.5%	7,907	11.5%
Indonesia	53,395	6,689	12.5%	22,701	42.5%	663	1.2%	3,485	6.5%	2,596	4.9%	1,088	2.0%	3,650	6.8%	4,044	7.6%
Peru	29,054	1,119	3.9%	11,237	38.7%	273	0.9%	2,021	7.0%	1,103	3.8%	232	0.8%	813	2.8%	8,907	30.7%
Others	213,649	12,583	5.9%	47,850	22.4%	12,229	5.7%	29,763	13.9%	29,456	13.8%	11,397	5.3%	4,867	2.3%	31,739	14.9%

Source: Ministry of Health, Labour and Welfare https://www.mhlw.go.jp/stf/newpage_09109.html

Note 1: The industry classification corresponds to the Japan Standard Industrial Classification revised in October 2013.

Note 2: The "Composition ratio" column shows the ratio of the number of foreign workers in the industry to the total number of foreign workers by nationality (total for all industries).

Filipino workers in Kagoshima prefecture

The situation in the southern Kyushu or Kagoshima and Miyazaki prefecture is a bit different from that of national level. As figure 15 shows, the percentage of technical intern trainees in the area is so huge with 66.9% in Kagoshima prefecture and 70.3% in Miyazaki Prefecture compared to 23.3% on a national basis [Ministry of Health, Labor and Welfare, 2021].

Figure 16 shows more details of the qualification periodically from 2014 to 2020 [Ministry of Health, Labor and Welfare, 2021]. The percentage of technical inter trainees has been the highest, and the second has been based on status, such as spouses of Japanese, those people of Japanese descent and their family. The growth of foreign workers in Kagoshima is mainly by increasing number of intern technical trainees. The number of intern technical trainees grew from 1690 in 2014 to 5861 in 2020. The number of those workers based on their status is gradually increasing. The number grew from 922 in 2014 to 13222 in 2020.

Figure 17 shows that number of establishments which employ foreign workers and number of foreign workers in Kagoshima prefecture as of October 31 from 2014 to 2020 [Ministry of Health, Labor and Welfare, 2021]. The number of establishments doubled from 805 in 2014 to 1,677 in 2020. The number of foreign workers increased more rapidly from 3,224 in 2014 to 8,761 in 2020. The figure also explains number of establishments by scale or by number of total workers employed in 2020. It can be read that relatively small establishments with less than thirty workers share more than half, or 953 out of 1,677.

Another feature of the area in terms of foreign labor, the main industries they are employed are agriculture, fishery and food processing industry. Figure 18 shows that the number of foreign workers in Kagoshima by industry from 2014 to 2020 [Ministry of Health, Labor and Welfare, 2021]. It illustrates that the top industry has been manufacturing and the second has been agriculture and forestry during the period. It should be also noted that foods industry has been sharing the most part of the manufacturing during the time.

Figure 19 shows the current characteristics of the population of Filipinos in Kagoshima prefecture as of June 6, 2020 [Ministry of Justice, 2021]. As it shows that the female population is far more than that of male. There are two age groups which are dominant for female, or from 45 to 54 and 25 to 29, which surpass others. The former group is considered to be mainly those who came to Japan as entertainers in the time of bubble economy of Japan which was from 1986 to 1991, or 25 to 30 years ago. The second group is considered to be technical intern trainees. On the other hand, male, the largest group for male in number is just as the same as that of female, which is the group of 25 to 29 years old. Most of them are also considered to be technical trainees. So, those who belong to the age group from 25 to 29 years old are mostly technical trainees regardless of gender. In short, the group of female Filipinos from 45 to 54 is the largest. The age group of 25 to 29 years old of each gender comes second, and most of them are technical trainees. Many of the female Filipinos at the largest group are married to Japanese husbands and they have permanent or long-term visas, so they can work almost as freely as Japanese. This group can be the flexible source of labor to be utilized for the regional economy not like technical trainees.

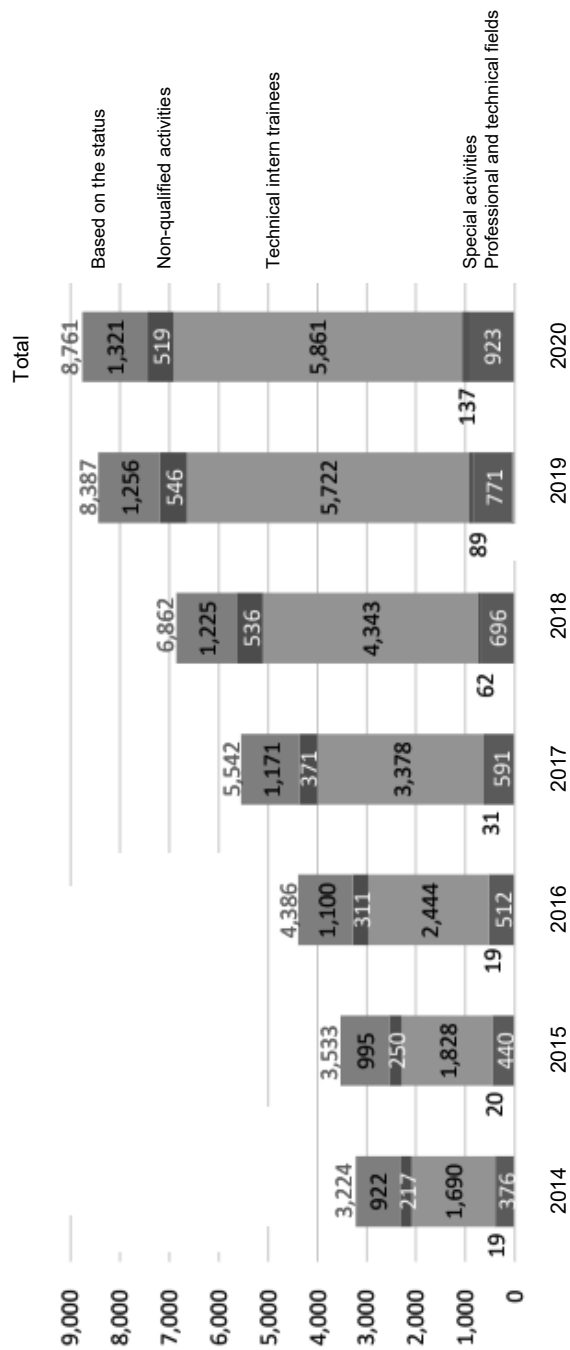
Figure 15. Number of foreign workers nationwide and by status of residence in Kagoshima Prefecture as of 30th the end of October 31, 2020

	Total	① Professional / technical field		② Specific activities	③ technical Intern Training	④ Other than that permitted under the status		⑤ Based on Status					⑥ Unknown
		Total	Engineer, specialist in humanities/international services, and intra-company			Total	Student Status	Long Term Residents	Spouses and others of Japanese	Spouses and others of Long Term Residents	Permanent Residents		
												(%)	
Nationwide	1,724,328	359,520 [20.8%]	282,441	45,565 [2.6%]	402,356 [23.3%]	370,346 [21.5%]	306,557	546,469 [31.7%]	322,092	95,226	15,510	113,641	72
Kagoshima Prefecture	8,761	923 (10.5%)	533	137 (1.6%)	5,861 (66.9%)	519 (5.9%)	462	1,321 (15.1%)	828	334	12	147	0
Miyazaki Prefecture	5,519	492 (8.9%)	271	57 (1.0%)	3,879 (70.3%)	568 (10.3%)	517	523 (9.5%)	333	142	6	42	0

Source: Ministry of Health, Labor and Welfare (https://www.mhlw.go.jp/sf/ncvpage_16279.html)

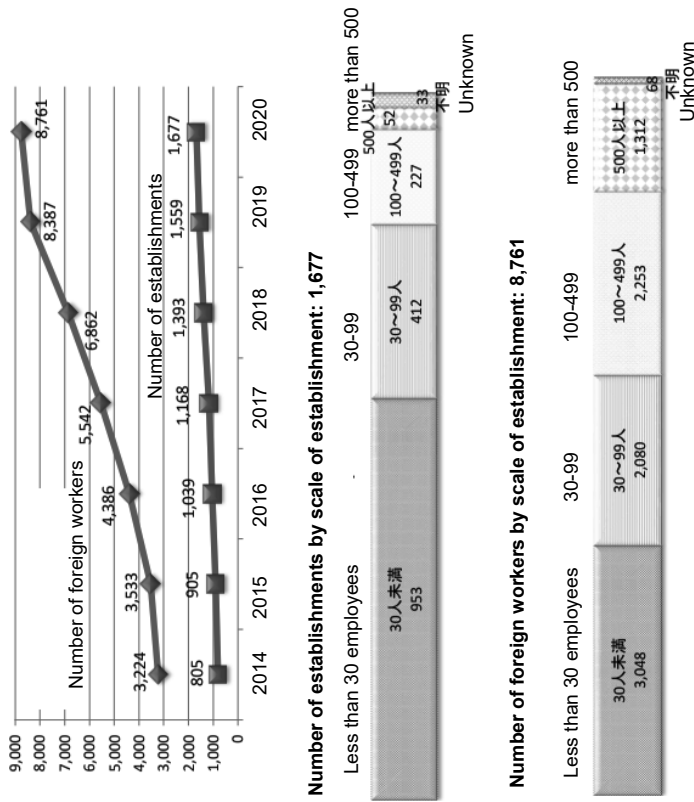
Note 1: The number in [] is the ratio of the number of foreign workers by status of residence to the total number of foreign workers.
 () Indicates the ratio of the number of foreign workers by status of residence to the total number of foreign workers by prefecture (total status of residence).
 Note 2: The status of residence: "Specific activities" (②) is the total of domestic employees employed by working holidays, diplomats, etc.

Figure 16. Number of foreign workers by qualification for stay in Kagoshima Prefecture as of October 31, 2020 from 2014 to 2020



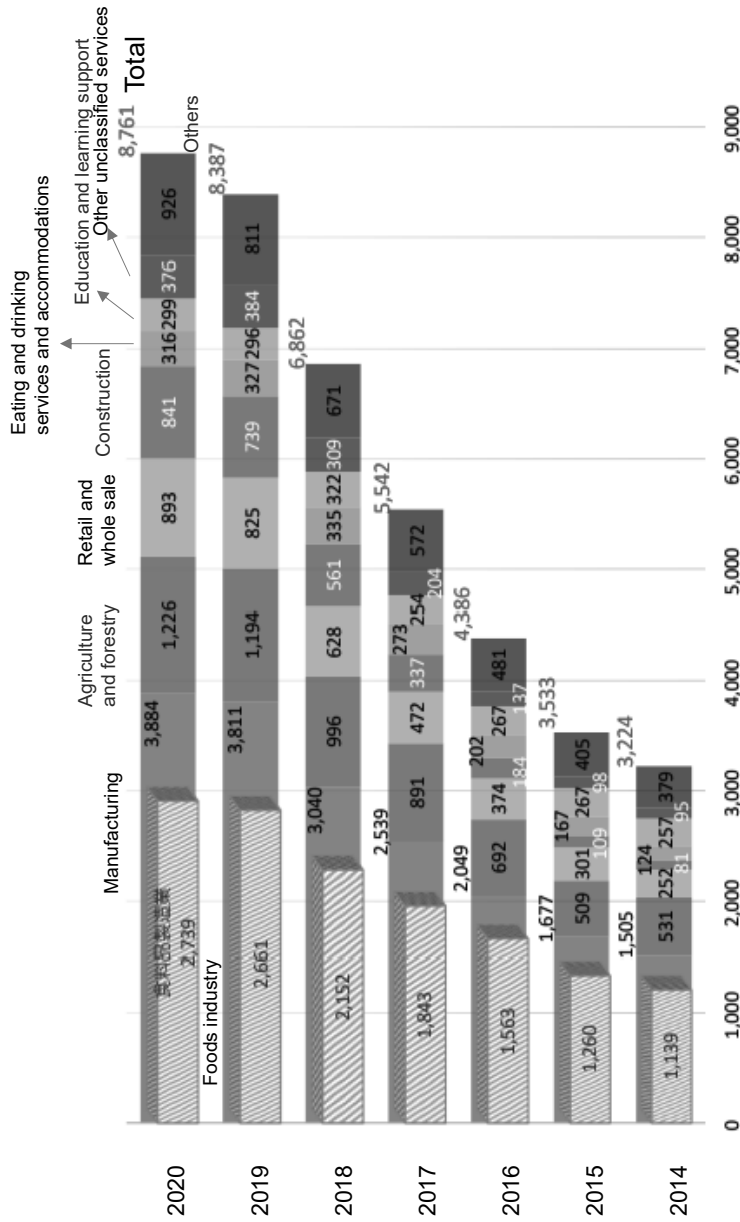
Source: Ministry of Health, Labor and Welfare
https://jsite.mhlw.go.jp/kagoshima-roudoukyoku/jirei_toukei/toukei/kyujin_kyushoku/toukei05.html

Figure 17. Number of establishments which employ foreign workers and number of foreign workers in Kagoshima prefecture as of October 31 from 2014 to 2020



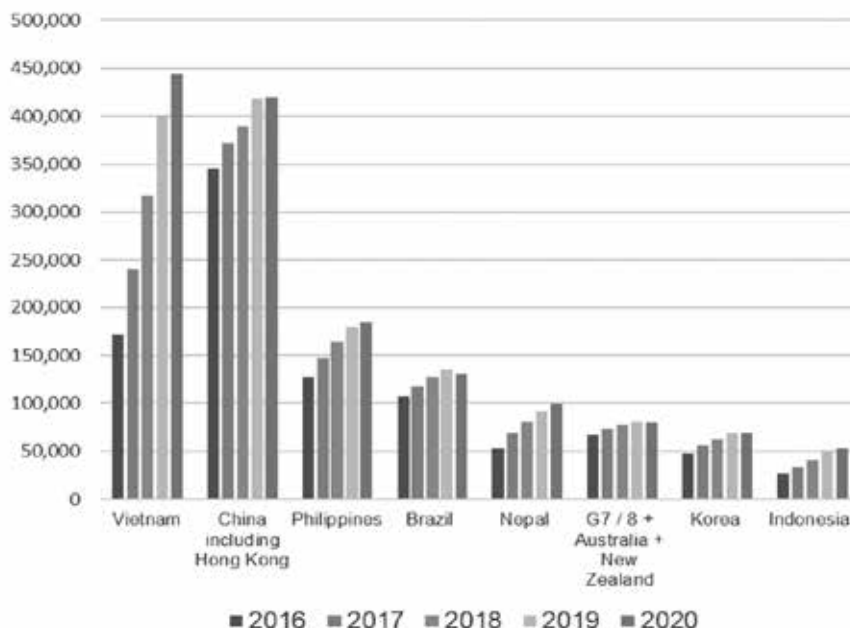
Source: Ministry of Health, Labour and Welfare
https://site.mhlw.go.jp/kagoshima-roudoukyoku/jirei_toukei/toukei/kyuutin_kyushoku/toukei05.html

Figure 18. Number of foreign workers and number of foreign workers by industry in Kagoshima prefecture as of October 31 from 2014 to 2020



Source: Ministry of Health, Labour and Welfare
https://jsite.mhlw.go.jp/kagoshima-roudoukyoku/jirei_toukei/toukei/kyujin_kyushoku/toukei/05.html

Figure 19: Total number of foreign workers by country as of October 31, from 2016 to 2020



Source: Ministry of Health, Labor and Welfare https://www.mhlw.go.jp/stf/newpage_09109.html

4.2 Filipino Technical Intern Trainees in the Southern Kyushu

One of the reasons why the number of foreign workers is increasing rapidly is because the government is accepting more and more technical intern trainees. Especially in Southern Kyushu or in Kagoshima and Miyazaki prefecture, more than half of the foreign workers are technical intern trainees and those from three countries or Vietnam, China and the Philippines share much more than other nationals as stated above. Due to the domestic economic growth, the number of Chinese Technical Trainees is decreasing. It is assumed that Chinese trainees will be taken place by other countries as the main provider of technical intern trainees to Japan. Therefore, the paper focus on the two countries or Vietnam and the Philippines.

There are few researches conducted in the southern Kyushu regarding technical intern trainees. The author conducted a questionnaire survey to the supervising organizations in Kagoshima Prefecture and Miyazaki Prefecture.

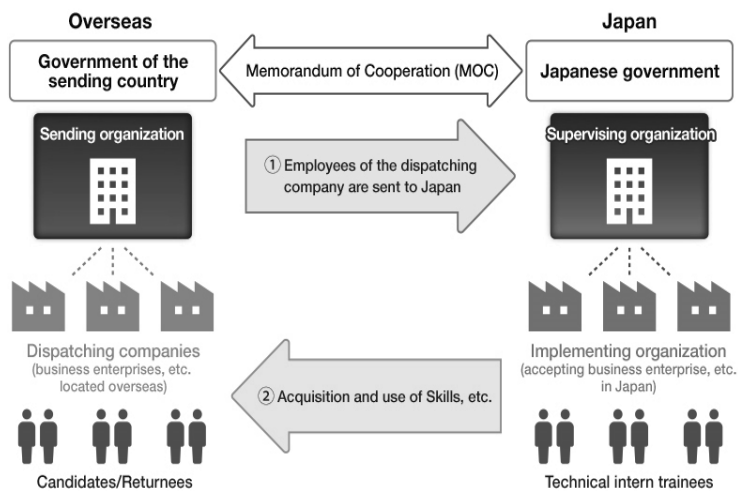
Figure 20 shows the procedure for accepting technical intern trainees [OTIT, 2021]. Non-profit organizations such as business cooperatives and societies of commerce and industry, or supervising organizations accept technical intern trainees for technical intern training at affiliated enterprises, or implementing organizations [OTIT, 2021]. Supervising organizations make contacts with sending agencies abroad and make arrangement so that the technical intern trainees are trained before the departure from their

countries to the accepting business enterprises in Japan. The organizations also provide the trainees with additional short time language and skill training before they start training in each work place. They are also responsible for their safe and secured stay in Japan during the training period. Therefore, they are the key agencies to make sure a sustainable system of technical intern training.

Organizations that seek to engage in supervision business must submit an application for licensing as a supervising organization to the Organization for Technical Intern Training (OTIT) and obtain approval from the competent ministers. The requirements that must be satisfied as a supervising organization are specified in the Technical Intern Training Act [OTIT, 2021]. There are two categories of supervising organization license, or specified supervision business and general supervision business (figure 21). If a license as a specified supervision business is obtained, the supervising organization may supervise technical intern training (i) and technical intern training (ii), and if a license as a general supervision is obtained, the supervising organization may supervise technical intern training (i) to technical intern training (iii).

There are three technical intern training categories for supervising organization (figure 22). Technical Intern Training (i) is for skill acquisition in the first year after entering Japan, Technical Intern Training (ii), is for the activities to enhance skills in the second and third years, and Technical Intern Training (iii) is for the activities to master skills in the fourth and fifth years [OTIT, 2021].

Figure 20. Procedure for accepting technical intern trainees



Source: <https://www.jitco.or.jp/en/regulation/index.html>

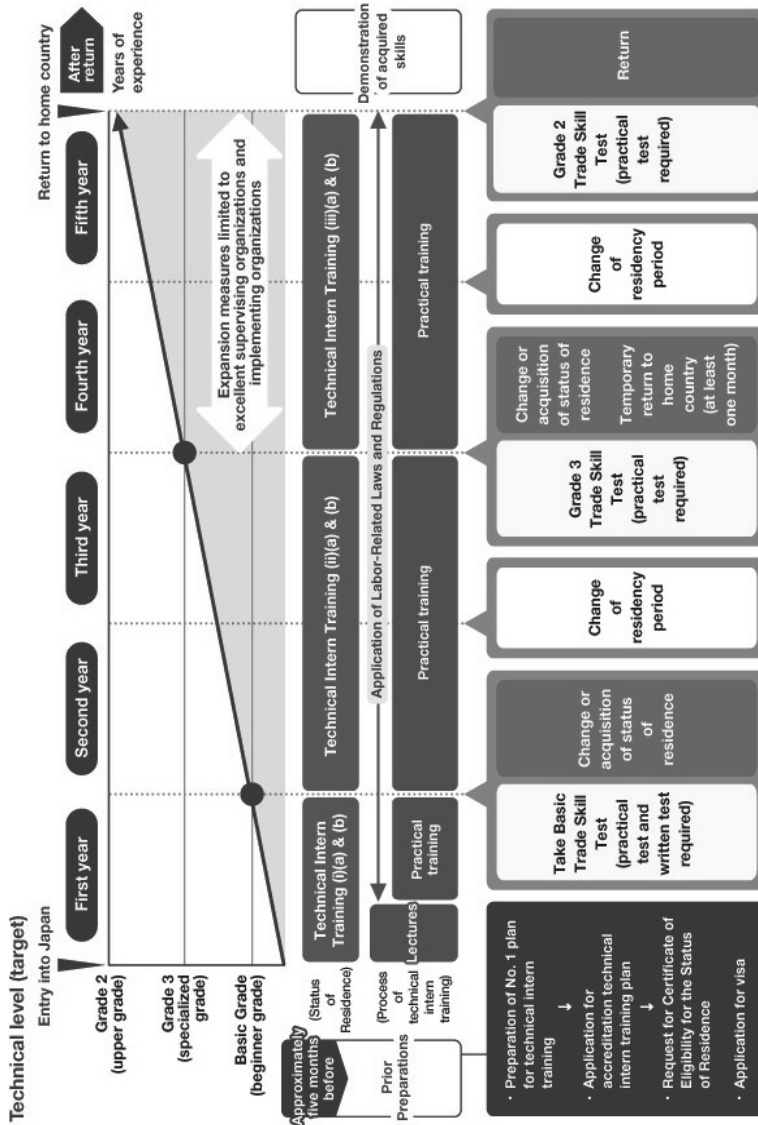
Figure 21. Category of supervising organizations

Category	Technical Intern Training that may be Supervised	Valid Period of Licens
Specified supervision business	Technical intern training (i) and technical intern training (ii)	3 years or <u>5 years*</u>
General supervision business	Technical intern training (i), technical intern training (ii), and technical intern training (iii)	5 years or <u>7 years*</u>

*In cases where no order for improvement or cancellation of approval is received during the previous license period.

Source: <https://www.jitco.or.jp/en/regulation/index.html>

Figure 22. Technical Intern Trainee program from entry into Japan to return to home country



Source: <https://www.jitco.or.jp/en/regulation/index.html>

According to OTIT home page [OTIT, 2021], there were 44 supervising organizations both specified and general in Miyazaki Prefecture with 14 and Kagoshima Prefecture with 30 as of January 19, 2021. The author sent a questionnaire to all of them and has received 28 respondents, 22 from the agencies in Kagoshima Prefecture and 6 from those in Miyazaki Prefecture. Figure 23 shows the profile of the agencies. Figure 24 shows the countries of the trainees. Only seven out of the twenty-eight organizations have accepted Filipino trainees so far. Only two organizations answered that Filipinos are the largest in number. On the other hand, twenty-three organizations have accepted Vietnamese trainees. Seventeen out of the twenty-four answered that Vietnamese is the largest in number of acceptances. Eight organizations have accepted Chinese trainees. And 4 of them answered that Chinese are the largest in number. Other than Vietnam, China and the Philippines, Indonesia is also an important provider of technical intern trainees to the southern Kyushu.

Regarding the kind of industry, sixteen organizations are in the field of manufacturing, thirteen in agriculture, eight in construction, four in care giving work and two in fishery.

Most of the trainees work at the prefecture where the organization office is located. Actually, all the organizations answered that their trainees had worked at the prefecture where their offices are located. Seven organizations responded that the trainees had worked at outside Miyazaki and Kagoshima Prefecture, or in other prefectures such as Fukuoka, Kumamoto, Oita, Yamaguchi, Tottori, Hiroshima, Okayama, Shizuoka, Kyoto, Osaka, Hyogo, Tokyo and Ibaragi. It should be noted that an organization had send their trainees to eight prefectures across the nation. Basically, the organizations in the southern Kyushu train accept the trainees who will work at the business enterprises in the southern Kyushu. The trainees help the local economy by providing labor to the manufacturing, especially food processing and agriculture.

Figure 25a illustrates Comparison of Filipinos and Vietnamese Technical Trainees with the use of the responses by the supervising organizations. The figure highlights the difference of opinions by the supervising organization on between Filipinos and Vietnamese. Four questions were asked to the organizations regarding the comparison of the two nationals, or Vietnamese and Filipinos. The questions are on four points, namely, “learning ability of Japanese”, “learning ability of job skill”, “performance of work”, and “compliance ability”. As figure 25b shows many of the organizations did not answered questions. The reason for this “no comment” may be because fewer organizations accept Filipinos. However, if you take at the rest of the questions, you can read how the organizations see the two nationals. Regarding “learning ability of Japanese”, the score for the two nationals is equal with four. Seven answered they are “the same”. The reason why Filipino is considered to be inferior in learning Japanese could be because Filipinos are good at English they can communicate with Japanese people in English and they have less incentive to master Japanese than other nationals. On the other hand, regarding “learning ability of skill”, more organizations or five answered that Vietnamese is better. Only one organization answered that Filipino is better. Eight answered they are the same. Regarding performance at the training sites, the scores are the same. Three organizations each answered that one national is better than other. Regarding “compliance of Japanese laws”, more organizations or six

answered that Filipino is better. Only two answered that Vietnamese is better. Six organizations answered that they are the same. Judging from the fact that many organizations consider the two nationals at the same level of labor quality. However, it should be noted that in term of learning ability of skill, more organizations think Vietnamese is better, and in term of compliance of Japanese law, Filipino is considered better than Vietnamese.

Why do the supervising organizations accept much less Filipinos than Vietnamese? The free comments by the supervising organizations on figure 26 help us to understand the reason why. The figure shows the positive and negative aspects of accepting Filipino workers. The organization of no. 6, and 10, 27 answered the negative points on accepting Filipinos saying the procedure of accepting Filipinos are taking more time compared to other nationals. No. 6 and no. 27 explained the reason behind by mentioning about POLO, which is the abbreviation for Philippines Overseas Labor Office. The agency is under POEA or Philippine Overseas Employment Administration and in charge of sending the Filipino labor abroad and protect the human right of them. It can be said that POLO is so active in protecting the Filipino overseas workers that it requires the foreign governments of time taking and complex procedures to accept Filipino workers and trainees. Interestingly, no. 25 appreciates the Filipino system saying that the system for overseas employment in the Philippines is superior to other countries. The same respondents continued to say that “it is difficult because there are many procedures, but it seems that there are fewer problems of Filipino trainees than those from other countries.”

Figure 23. Profile of supervising organizations surveyed (2021 Feb.)

Serial no. of agency	Prefecture (k: Kagoshima m: Miyazaki)	Kinds of industry* (The main is bold.)	Excellent or normal e: excellent/ n: normal	year registered	nationalities of the technical trainees** (the largest number is bold.)	place of works (k: Kagoshima, m: Miyazaki, other (specify))
1	k	a, m, co	n	2018	v, cn	k
2	k	m	e	2017	v, cn	k
3	k	a	e	before 2016	v, p	k
4	k	cg	e	2020	m	k
5	m	f	e	2017	i	m
6	m	a, m, co, cg	e	2018	v, cn, p, i, Mongol	k, m, Oita
7	k	m	e	2017	v, cn	k
8	k	m	n	2020	v	k
9	k	co	e	2018	v, i, m, t	m, k, Yamaguchi, Ibaragi, kyoto, Kumamoto
10	k	m	e	2018	v, cn, p, i	k
11	k	a, m	e	2017	v, cn, Uzbekistan	k
12	k	a, m, co	e	2018	v, c	k, m
13	m	f	n	2018	i	m
14	m	m	n	2018	v, cn	m, Fukuoka
15	m	a	n	2018	cn	m
16	m	m	n	2017	v, cn	m, k, Shizuoka
17	k	m	n	2018	v, ch, i	K, m, Hyogo
18	k	a, m, co	n	2018	v, p	k
19	k	a, m, co, cg	e	2018	v, i	k, m
20	k	co	n	2018	v	k
21	k	a, co, cg, car maintenance	n	2020	v	k
22	k	co	n	2019	v	k
23	k	a, m	n	2020	v	k
24	k	co	n	2019	v	k
25	k	a	n	2018	p	k, Kumamoto, Fukuoka
26	k	m	N/A	N/A	v, cn	k
27	k	a, m	n	2018	v, p	k, m
28	k	a, co, cg	n	2018	v, p	k, m, Tokyo, Hyogo, Tottori, Okayama, Hiroshima, Fukuoka

Notes:

kinds of industry* cg: care giving, f: fishery, a: agriculture, co: construction, m: manufacturing.

nationalities of the trainees**v: Vietnam, p: Philippines, c: China, i: Indonesia, m: Myanmar, ca: Cambodia.

Source: Based on the research by the author.

Figure 24. Country of trainees for the supervising organizations in Kagoshima and Miyazaki prefecture as of January, 2021

Prefecture	Number of respondents	Country of trainees				Country of trainees with the largest number			
		Vietnam	China	Philippines	Indonesia	Vietnam	China	Philippines	Indonesia
Kagoshima	22	20	7	6	2	14	2	2	1
Miyazaki	6	3	4	1	2	3	2	0	2
Total	28	23	9	7	4	17	4	2	3

Source: Based on the research by the author.

Figure 25a. Comparison of Filipinos and Vietnamese Technical Trainees (2021 Feb.)

Serial no. of agency (with valid data)	Acceptance of Filipinos			Which national is better? F/V/s: same/nc: no comment				If the cost and procedure of accepting trainees are the same between Vietnam and the Philippines, which do you prefer to accept, Vietnamese or Filipinos? (V/F/s: same/nc: no comment)
	Have you accepted Filipinos? Y/N	If yes, why?***	If no, why?	learning ability of Japanese	learning ability of job skill	performance of work	compliance ability	
1	n		Lack of English speaking staff	nc	nc	nc	nc	nc
2	n		no plan	V	V	V	V	nc
3	y	no comment		V	V	V	V	V
4	n		nobody to contact	F	s	s	F	F
5	n	nc	nc	nc	nc	nc	nc	nc
6	y	On demand by the accepting companies		s	s	s	s	V
7	n		complicated procedure	nc	nc	nc	nc	s
8	n		no demand at the moment	nc	nc	nc	nc	nc
9	n		no comment	nc	nc	nc	nc	nc
10	y	no comment		V	V	s	F	F
11	n		complicated procedure	F	V	F	F	s
12	n		no interpreter	s	s	nc	F	s
13	n		no comment	nc	nc	nc	nc	nc
14	n		high cost	F	V	s	s	V
15	n		registered to accept Chinese	s	s	s	s	s
16	n		no plan	nc	nc	nc	nc	nc
17	n		no experience	nc	nc	nc	nc	nc
18	y	Easy to communicate in English		s	s	s	F	F
19	n		no comment	nc	nc	nc	nc	nc
20	n		planning	nc	nc	nc	nc	nc
21	n		no connection with organization abroad	nc	nc	nc	nc	nc
22	n		still new, planning	s	nc	nc	nc	nc
23	n		no connection with organization abroad	nc	nc	nc	nc	nc
24	n		no connection with organization abroad	s	s	s	s	s
25	y	High Japanese proficiency, easy to get interpreters in English		F	F	F	F	F
26	n		Accepting other nationals by other organizations	nc	nc	nc	nc	nc
27	y		no comment	V	s	F	s	V
28	y		Communication in English and low job skill	s	s	V	s	s

Source: Based on the research by the author.

Figure 25b. Comparison of Vietnamese and Filipino by supervising organizations
in Kagoshima and Miyazaki

	Learning ability of Japanese language	Learning ability of job skills	performance at the training sites	Compliance of Japanese laws
Vietnamese is better	4	5	3	2
Filipino is better	4	1	3	6
Same	7	8	7	6
No comment	13	14	15	14
Total	28	28	28	28

Source: Based on the research by the author

Figure 26. Positive and Negative aspects of accepting Filipino workers (2021 Feb.)

Serial no. of agency (with valid data)	Comment of positive and negative aspects of accepting Filipino trainees
1	none
2	none
3	Filipinos have a strong love for their homeland, and the quality of labor varies from poor to excellent. During the one-month study period, they manage to speak Japanese slowly, but when they start to work, they never try to learn Japanese, and Japanese workers are in trouble. I would like them to show a little more interest in Japan.
4	I think Filipinos are suitable for care giving work. I think if their positive or negative aspects depend on the type of job.
5	none
6	Pros: They speak English. (It is easy for them to communicate with Japanese staff. They can go to the hospital without an interpreter.) The Philippines are high in level of education. The quality of Filipino labor as a technical intern trainees is also highly appreciated. Bad point: Documents to be submitted to POLO are complicated. The standards are strict and the examination time is very long. It takes 6 months to accept Filipinos. In case of Vietnamese trainees, it takes only few months.
7	none
8	Since we have no Filipino trainees, comparison is not possible for us.
9	none
10	Bad point: It takes more days than other countries because more documents are required. They can't follow the rules. They cover up for other Filipinos. The cost is higher than in other countries.
11	none
12	none
13	In the prefecture (Miyazaki prefecture), I think Indonesian share almost 100% of all trainees in the fishing industry.
14	We have a plan to accept Filipino trainees for medical care and welfare (care giving) in the next year.
15	none
16	none
17	none
18	none
19	none
20	none
21	none
22	<ul style="list-style-type: none"> • I contacted various Southeast Asian people in another workplace. • The Filipinos cannot keep time (men in particular) and are cheerful (too cheerful for a Japanese, sometimes). • When COVID-19 had begun to be spread, I prohibited them eating and drinking outside, but they did not obey it. • I was told by a man who is working for a Manila branch office of a listed company that the Filipino regular staff are fickle and they sometimes don't go to the office depending on their feeling. He says it is a headache to the company. • It is a merit that they can speak English well.
23	none
24	none
25	<ul style="list-style-type: none"> • The system (various management systems) for overseas employment in the Philippines is superior to other countries. • It is difficult because there are many procedures, but it seems that there are fewer problems of Filipino trainees than those from other countries. • There is a tendency for troubles with greater or less degree to increase due to the use of SNS in recent years. This is common among all the trainees.
26	We can't answer the question because we have never accepted Filipino trainees.
27	Bad point: Procedures such as document screening and interviews at POLO are complicated.
28	<ul style="list-style-type: none"> • Good point: I can speak English. Cheerful and bright. I have physical strength. • Bad point: Loose money. Lack of coordination.

Source: Based on the research by the author.

4.3 Filipino workers in Ohsumi region in Kagoshima prefecture

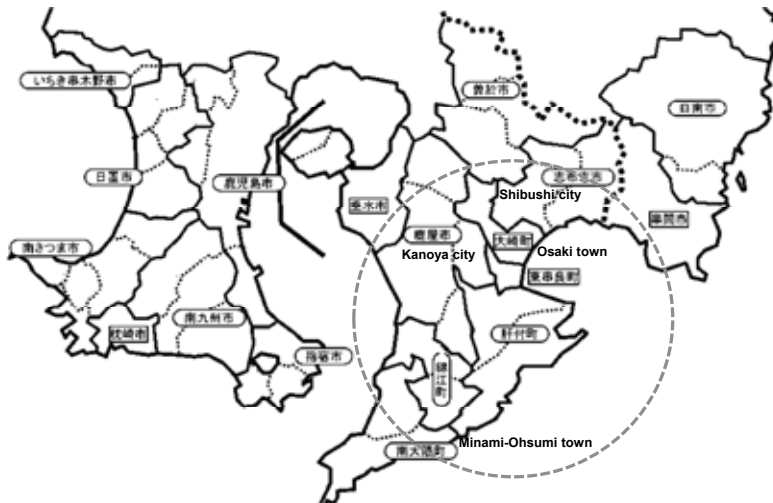
Ohsumi region as a research site

The author has conducted interview and questionnaire survey to the Filipino workers who are engaged in agriculture in Ohsumi area in Kagoshima Prefecture. Ohsumi region covers the eastern part of Kagoshima which is mainly consisted of Ohsumi Peninsula and small area of the southern part of Miyazaki Prefecture (figure 27).

Ohsumi region in Kagoshima prefecture is consisted of four cities and five towns in Kagoshima prefecture. The cities are Tarumizu city, Kanoya city, Shibushi city and Soo city. The towns are Oosaki town, Higashikushigira town, Kimotsuki town, Kinko town and Minami-ohsumi town.

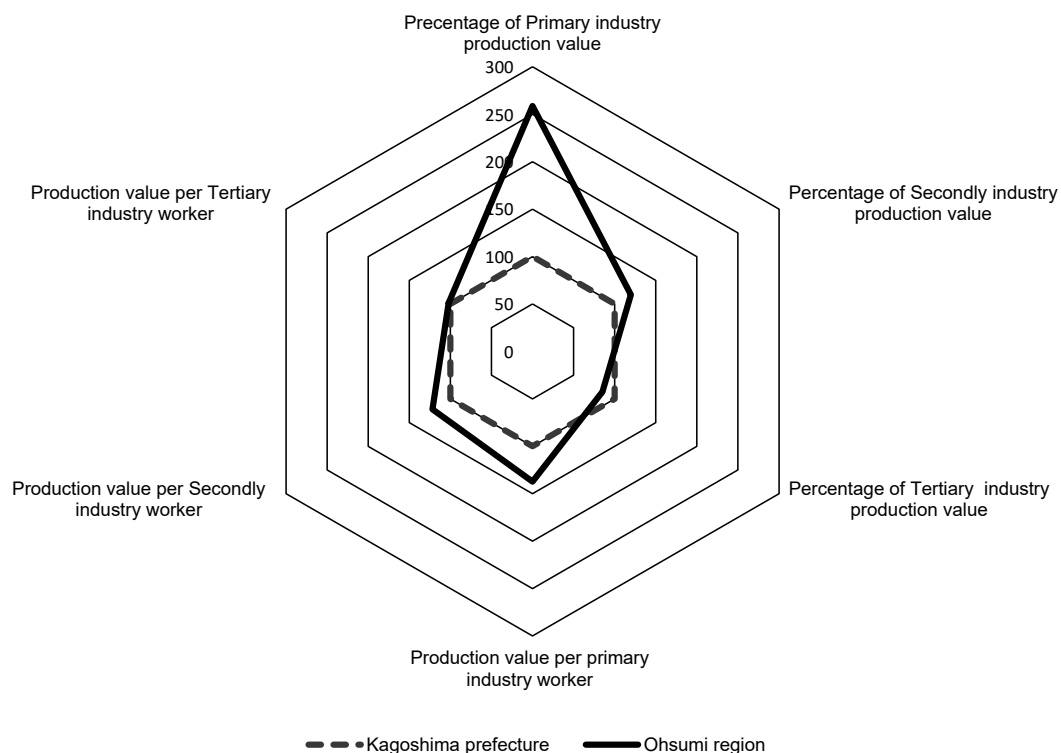
The main industries in the area are agriculture and food processing manufacturing, and the share of these industries are higher compared to the average in Kagoshima prefecture [Kagoshima prefecture, 2019]. As figure 28 shows the percentage of primary industry production in all the industries is more than two and half times more than that of Kagoshima prefecture, and the production value per primary industry worker in the region is more than 1.3 times of that in the prefecture.

Figure 27. Locations of the research sites in Ohsumi region



Source: Made by the author with the use of the government geographic data on the following website.
https://www.mlit.go.jp/kokudoseisaku/chisei/kokudoseisaku_chisei_tk_000132.html

Figure 28. Comparison of production of each industries between Kagoshima prefecture and Ohsumi region



Source: Kagoshima prefecture 2019.

Thus, maintaining these industries is crucial for the region, and these industries are more labor intensive under the condition of decreasing and aging population in the region. Foreign labors have the potential to fill up the possible labor shortage.

Interview survey to three key informants

The author has conducted interview survey from February 2020 to May 2021 to the Filipinos who are engaged in agriculture, or wives of Japanese farm owners, permanent workers, part-time workers, and technical intern trainees in agriculture.

It is difficult to locate the Filipinos who are in agricultural industry in Ohsumi region. The author has firstly contacted an officer of a Filipino civil group named “Filipino Culture Circle of Filipinos”, or “KFCC” who lives in Minami Ohsumi town, she kindly introduced the author the Filipino workers engaged in agriculture related and farms where Filipinos are working. Her husband is a family farmer and the Filipina is helping farming of his husband. They plant vegetables and root crops such as beans and potatoes. The author names

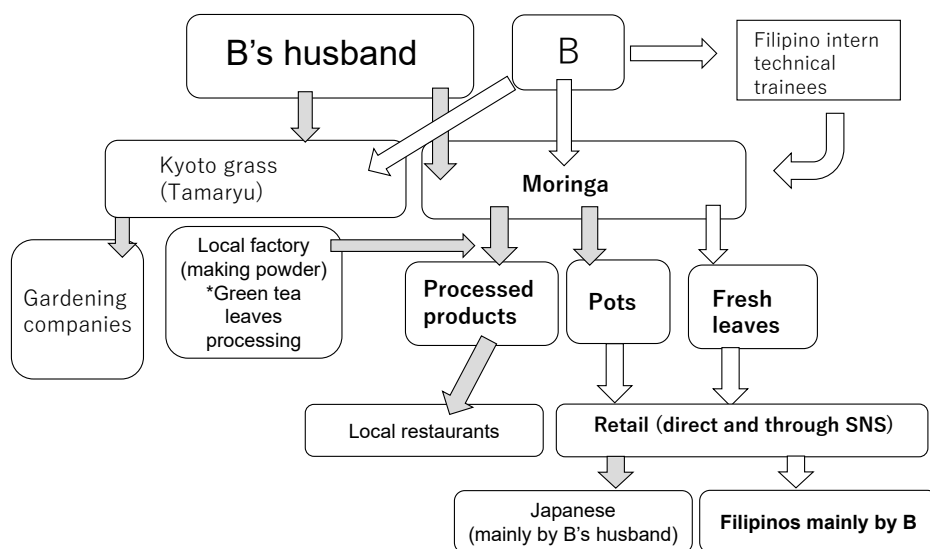
her as “A” in the paper, and the author has first interviewed her.

The farm is basically, managed and almost all the works are done by the couple. But they hire part-time workers when they need more labors such as in the season of planting and harvesting. They hire three to five Filipinos one day who live in Ohsumi region such as Kanoya City and Tarumizu City. They usually work from 8 am to 5 pm. They have a lunch break for one hour and a snack break for 30 minutes. So, they usually work for seven and half hours a day. They are paid 5,000 or 6,500 yen a day depending on the kind of work. The hourly wage rate is JPY 667 yen or JPY 812. According to the website of Bureau of Labor, The Ministry of Health, Labor and Welfare, the minimum daily wage as of July 31, 2021 was 793 Japanese Yen, which was set on October 3, 2020 by the government (see figure 29). So, the wage paid to the seasonal Filipino workers are almost the same or below the minimum wage. “A” says that she prepares the food and snack for the workers. So, she says actual reward to the workers is bigger than the amount a worker is paid. Most of the workers are female and they usually have other part time job at a food processing factory, for example. “A” is the one to contact the workers.

She has a small retail shop of Filipino products such as canned foods in her house, and she advertises her merchandizes on web with the use of Facebook and sell their products to her Filipino customers at her house. This kind of small shop is called “Sari-sari store” in the Philippines which means a variety shop. She is also active in travelling sales of the goods by her wagon vehicle in the neighborhood area, mainly in Ohsumi region. During her trip, she also tries to find Filipinos who are willing to work at her farm as part-time workers. Besides the vegetable and root crops which the farm produces to sell for the Japanese customers mainly through Japan Agriculture, she herself plants some Filipino vegetables such as *malunggay* or moringa, *alugbati* or Malabar spinach, and *kangkong* or swamp cabbage which the Filipinos in Japan miss. She sells the vegetables on web to the Filipino restaurant owners and others outside Kagoshima prefecture by the box. She sometimes gives some of the vegetables to the customers who come to her shop or those she meets during her mobile retailing as free gifts. Figure 30 shows how “A” manage his business with the use of her Filipino vegetables grown on her farm.

Second Filipino the author interviewed is a member of religious group named “Women’s Heart Japan”, a nationwide SNS for bible studying on Zoom, where some Filipinos in Ohsumi region join. The author is a member of the group. The author names her as “B” in the paper (see figure 31). She is married to a Japanese gardener who mainly produce “Kyoto grass” or “Tamaryu” in Japanese-to-Japanese gardening companies all over Japan. The couple lives in Kanoya city. Several years ago, “B”’s husband came to know about a plant tree named, moringa, whose leaves are believed to be healthy to the human body. Moringa is rich in several kinds of vitamins and minerals. Such vegetables which are popular in the Philippines may have potential as commercial agricultural products. Ohsumi region is suitable for growing the vegetables in summer time. When “B”’s husband talked about his plan to plant moringa as a new product of the company, “B” said, ‘it is a well-known in the Philippines, and everybody having it. It is named *malungay*’. Now, “B”’s husband is producing a big volume. He sells powdered leaves, pots with the plant and the fresh leaves. A factory which processes green tea leaves in Ohsumi region is making the powder of moringa for them. The couple now have two outlets, through the husband network for one and “B” ’s network for another. “B” is also selling the processed products, pots and fresh leaves directly to her Filipino friends. They also sell the products online. Their way of marketing the product is very unique. They use both Japanese and English language. It should be also noted that the couple accepts intern technical trainees from the Philippines. “B” supports his husband in the training process especially through communication.

Figure 31. Business model of “B”



Source: Based on the research by the author.

The third person interviewed was a permanent worker at a supervising organization in Shibushi city which was in charge of training intern technical trainees. The author names her as “C”. The sites for most of the trainees were agriculture and some of the trainees were Filipinos. “C” was an instructor of Japanese language and culture to the trainees. She is serving as an advisor and consultant even after the trainees dispatched to their individual sites. She listened to the problems of the trainees regarding payment, injury and so on. Because her supervising organization dispatch several companies in Ohsumi region, the author asked her to introduce some Filipino intern technical trainees for interview.

Thus, the three female Filipinos, or “A”, “B”, and “C” are the main informants, and they respectively helped the author to contact other Filipino workers at agriculture for conducting research.

Structured interviewed survey

The author made a structured interviewed survey regarding the details of the situation relating their agriculture work to forty-eight Filipino workers in Ohsumi region including the three main informants. Figure 32 shows the profile of the informants.

The paper categorizes the Filipinos engaged in agriculture into four groups, or (1) female Filipinos who married to a Japanese of a farm owner and playing an important role in farm management, (2) a regular worker in agriculture related industry, (3) part-time farm worker, and (4) a technical intern trainee (figure 33). Out of the forty-eight respondents, there are two respondents who belong to the first group, namely “A” and “B”. There are some agriculture related works for Filipinos, mainly in the offices of supervising organizations and companies which accept technical intern trainees from the Philippines. “C” is an example. The next group is the group of part-time Filipino workers in agriculture. They are called “baito” in Japanese, which means a part-time work or a part-time worker. They work at family farms or cooperate farms. The author made a questionnaire survey to seven part-time workers who worked at the farm of “A”. The last and the biggest is the group of technical intern trainees. It is extremely hard to contact them for research, for many of the companies accepting technical intern trainees are hesitant to allow their technical intern trainees to be questioned. Thanks to the support of “C”, the author got thirty-eight respondents.

All the farms and the office locate in Ohsumi region. A’s farm is located in Minami Ohsumi-cho and B’s office in Kanoya city. C’s office is in Shibushi city. The farms where intern technical trainees work is sited in Osaki-cho (one establishment), Kanoya city (five establishments) and Shibushi city (2 establishments). The trainees work for the farms of agricultural products such as potato, radish, and vegetables, one intern technical trainee works for hog raising. In Ohsumi region, root crop farming lacks in labors.

Let us take a look at the gender, age, civil status and educational attainment of the Filipinos at agriculture (figure 34). Regarding gender in case of trainees, number of male and that of female are 18 to 20, and the gap is very minimal. However, in case of those who are not trainees, male is 1 and female are 9, and female is dominant. Accordingly, the number of females is more than that of male, or 19 to 29. The age range of intern

technical trainees is young, or 29 for the range from 20 to 29 years old and 9 for that from 30- to 39-year-old. The other Filipinos are mostly fit to the range from 40 to 59, which is 8 out of 10. There is one at the range of 20 to 29 years old and another one for the 60 years and above. This trend corresponds to their civil status. Married intern technical trainees are only 9 out of 38. On the other hand, 9 out of 10 who are not technical trainees are married. What is remarkable about them is that many of the respondents are highly educated. Figure 34 shows three categories, or high school level, vocational school level and college level. Each category includes those who were not able to graduate from the school of the category. The high school in the Philippines used to be for four years after graduation of six-year elementary school, and the system was revised and two years of high school was added in 2011. A government agency named Technical Education and Skills Development Authority, “TESDA” provides various vocational courses from 2-day course to 3 years courses [The Technical Education and Skills Development Authority (TESDA) , 2021]. “College” includes 2 years courses as well as 4-year course. According to the questionnaire survey, 22 out of 48, or 45.8 % respondents are college level. 15 out of 38 technical intern trainees, or 39.5 %, and 5 out of 8 non-technical intern trainees, or 62.5 %, are so. It should also be noted that 6 out of 7 part-time Filipino agricultural workers, 85.7 %, are graduates of college. All of the 6 have graduated from college (figure 35). For example, according to the Kagoshima University homepage, the same rate of Japanese in Kagoshima prefecture in 2019 was just only 38.2 percent [Kagoshima University, 2021].

The income of the Filipinos interviewed varies depending on their status (figure 36). According to the survey, “A” earns JPY 150,000 per month including the income from her sideline businesses such as mini grocery shop, which Filipinos call “sari-sari store”. “B” earns JPY 180,000 monthly working at her husband company. “C” is paid JPY 172,000 monthly by a supervising organization for technical intern trainees. The salary for a part-time worker is paid from JPY 5,000 for eight hours of work and JPY 6,500 for 8 hours. If we calculate the amount per hour, it will become from JPY 625 and JPY 812.5 each, which are below or almost the same as the minimum hourly wage at JPY 793 taken into effect in Kagoshima prefecture on October 3, 2020 [Kagoshima Labor Bureau, Ministry of Health, Labor and Welfare, 2021]. Some of the Filipinos interviewed responded that they are not paid overtime pay (figure 37). 5 out of 7 part-time workers and 13 out of 38 respondents answered they have no over-time pay. Thus, 18 out of all or 48 respondents answered that they are not paid over-time pay.

Most of the Filipinos in Japan send a big portion of their income back home to support their family (figure 38). “A” sends JPY 100,000 monthly, “B” dose JPY 50,000 and “C” dose JPY 40,000. Even 4 part-time workers answered that they send more than JPY 70,000. The amount of remittance by technical intern trainees is also huge varying from JPY 10,000 to JPY 80,000. 17 out of 38 intern technical trainees transfer more than JPY 50,000 monthly. Considering their monthly income is from JPY 100,000 to JPY 120,000 monthly, the amount of remittance is astonishing.

By reading the free comments by the respondents, we can come to understand the problems regarding

accepting technical intern trainees (figure 39). They answered that working in Japan is beneficial for they can learn new skill in a peaceful country, and they are paid more than in the Philippines. They respond that Japanese co-workers are kind. However, there are a lot of negative comments on Japanese and Japan. They say that they have to listen and obey to a Japanese boss or a co-worker. They are also in problem to communicate with Japanese who cannot speak English well. They also respond that their rights are not protected. They write they have no freedom to go out, no translation is provided for their pay slip, and no private room is provided. Regarding salary, they claim that it is too low and there is no increase after a few years of training or work. In addition, they have a difficult time to endure the hot summer in Kagoshima.

Figure 32. Profile of interviewed Filipinos engaged in agriculture and their farm and office in Ohsumi, Japan

Type	Kind of farm or office	Location of the establishment (farm/office)	Number of establishments of interviewees	Number of Filipinos interviewed	Code name	Crops	Note
Wife of a Japanese farmer	Family farm	Minami-ohsumi-cho	1	1	A	Rice, potato, beans and vegetables	A's farm
	Cooperate farm	Kanoya city	1	1	B	Moringa and Kyoto grass	B's farm
Regular worker at agriculture related establishments	Supervising organization	Shibushi city	1	1	C	-	
Part-time farm worker	Family farm	Minami-ohsumi-cho	1	7	-	Rice, potato, beans and vegetables	A's farm
		Osaki-cho	1	20	-	Potato, radish and vegetables	
		Kanoya city	5	15	-	potato, hog raising, peanuts and sweet potato	Includes a farm of B and the trainees there.
Total		Shibushi city	2	3	-	potato and radish, potato and vegetables	
			10	48			

Source: Based on the research by the author.

Figure 33. Types of interviewed Filipinos engaged in agriculture in Ohsumi, Japan

Type	Kind of farm or office	Number of Filipinos interviewed	Code name
Wife of a Japanese farmer	Family farm	1	A
	Cooperate farm	1	B
Regular worker at agriculture related establishments	Supervising organization	1	C
Part-time farm worker	Family farm	7	
Technical intern trainee		38	
Total		48	

Source: Based on the research by the author.

Figure 34. Profile of Filipinos interviewed

Type	Kind of farm or office	Number of Filipinos interviewed	Gender		Age					Civil status		Educational attainment		
			Male	Female	20-29	30-39	40-49	50-59	60 and above	Married	Single	High school	Vocational	College
Wife of a Japanese farmer (farmer)	Family farm	1	0	1	0	0	0	1	0	1	0	1	0	0
	Cooperate farm	1	0	1	0	0	1	0	0	1	0	1	0	0
Regular worker at agriculture related establishments	Supervising organization	1	0	1	0	0	0	1	0	1	0	0	0	1
Part-time farm worker	Family farm	7	1	6	1	0	4	1	1	6	1	1	0	6
Technical intern trainee		38	18	20	29	9	0	0	0	9	29	22	1	15
Total		48	19	29	30	9	5	3	1	18	30	25	1	22

Source: Based on the research by the author.

Figure 35. Number of Filipinos interviewed at college level

Type	Kind of farm or office	Number of Filipinos interviewed	Educational attainment		
			College	non-graduate	graduate
Wife of a Japanese farmer (farmer)	Family farm	1	0	0	0
	Cooperate farm	1	0	0	0
Regular worker at agriculture related establishments	Supervising organization	1	1	1	0
Part-time farm worker	Family farm	7	6	0	6
Technical intern trainee		38	16	1	15
Total		48	22	2	21

Source: Based on the research by the author.

Figure 36. Income and overtime pay of Filipinos interviewed

Type	Kind of farm or office	Number of Filipinos interviewed	Income (JPY: Japanese Yen)
Wife of a Japanese farmer (farmer)	Family farm	1	150,000/month
	Cooperate farm	1	180,000/month
Regular worker at agriculture related establishments	Supervising organization	1	172,000/month
Part-time farm worker	Family farm	7	5,000-6,500/day
Technical intern trainee		38	100,000-120,000/month
Total		48	

Source: Based on the research by the author.

Figure 37. Overtime pay for the Filipino interviewed

Type	Kind of farm or office	Number of Filipinos interviewed	Overtime pay (with or without)	
			with	without
Wife of a Japanese farmer (farmer)	Family farm	1	with	1
			without	0
	Cooperate farm	1	with	1
			without	0
Regular worker at agriculture related establishments	Supervising organization	1	with	1
			without	0
Part-time farm worker	Family farm	7	with	2
			without	5
Technical intern trainee		38	with	24
			without	13
			NA	1
Total		48	with	29
			without	18
			NA	1

Source: Based on the research by the author.

Figure 38. Amount of remittance by the Filipino interviewed

Type	Kind of farm or office	Number of Filipinos interviewed	Amount of remittance (Japanese Yen per month)	Number of repondents
Wife of a Japanese farmer (farmer)	Family farm	1	100,000	1
	Cooperate farm	1	50,000	1
Regular worker at agriculture related establishments	Supervising organization	1	40,000	1
Part-time farm worker	Family farm	7	100,000	1
			80,000	1
			70,000	2
			NA	3
Technical intern trainee		38	80,000	3
			70,000	2
			70,000 *sometimes	1
			60,000	2
			50,000	9
			40,000	5
			30,000	7
			20,000	6
			20,000 *100,000 in need of family	1
			10,000	1
			NA	1
Total		48		

Source: Based on the research by the author.

Figure 39. Free comments on working in Japan by Filipinos interviewed

Item	Positive	Negative
Learning experience	Interesting to learn new skills.	
Public safety	High standard of public safety.	
Japanese co-workers	Kind.	Personality of Japanese. *Obedience to Japanese boss and Japanese coworkers is a must.
Rights of Filipino trainees		Rights of Filipinos are not protected. *No freedom to go out. *Pay slip is not provided *No translation is provided. *No privacy, for the room is shared. *No loan is provided for emergency by the company. (for the medical expense of the informant's father.)
Language		Language barrier. *Japanese language is difficult. *Some use Kagoshima dialect.
Weather		Hot weather in summer.
Living cost	Cheap food (specially vegetables).	

Source: Based on the research by the author.

Chapter 5. SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

5.1 Filipino workers from the view point of “labor quality”

Gap between educational attainment and actual job

One issue is the gap between high educational attainment and low-wage work.

If Ohsumi region or elsewhere can make the best use of the high educated Filipinos for the proper jobs, such as nursery teachers and English teachers, there will be a positive effect for regional development. Another issue relates to the result of survey based on supervising organizations. Filipinos are accepted less as technical intern trainees not because they are inferior in quality, but because they are protected by their government. Japanese government can learn how the Filipino workers are protected by the government and it can apply to other countries such as Vietnam.

Potentials of Filipinos to be teachers

Due to the ease and proficiency in communicating using English of Filipino, many Filipino teachers consider teaching abroad [WhatALife, 2020]. Based on the 2019 Survey on Overseas Filipinos by the Philippine Statistics Authority (PSA), there is already an estimated total of 2.2 million Overseas Filipino Workers (OFW) abroad during April to September 2019. Fifty-six percent (56%) of the total comprises females, while forty-four percent (44.0%) are males. From the 2.2 million overseas workers, nine percent (9%) or an estimated 207,000 are Filipino professionals, a major occupation group that includes OFWs teaching abroad [WhatALife, 2020]. In the years 2013 to 2017, the Philippine Overseas Employment Administration (POEA) recorded a total of 1,711 (2013), 1,439 (2014), 1,426 (2015), 1,821 (2016), and 1,328 (2017) deployed OFW teachers, respectively, to various countries all over the globe. Judging from the trends,

the Philippines has been deploying an average of 1,500 teachers worldwide every year [WhatALife, 2020]. Filipinos teaching abroad are known for their competence in academics, especially in teaching the English language. As a result, Filipino teachers are very in demand, especially in countries that expand their curriculum to include the English language as part of their subjects/courses. Filipino teachers are also known to be great instructors for pre-school, music, and physical education [WhatALife, 2020].

According to a survey by the Asahi Shimbun, as of April this year, at least 204 licensed nurseries in 24 local governments nationwide were reducing the number of children they accepted because of the shortage of childcare workers [Asahi-shinbun-Digital, 2018]. Although the number of childcare facilities is increasing, the fact that the number of childcare workers cannot be secured due to competition between local governments and the harsh working conditions has made it clear that waiting-list children cannot be resolved [Asahi-shinbun-Digital, 2018].

It is crucial problem in an agricultural area for a young couple of farmers to find a nursery school so that they can work together in a farm. However, they face shortage of nursery school teachers. If Filipinos both permanent residents and migrant workers can work at nursery schools, this issue will be lessened. As described above, Filipinos are considered to be good teachers globally, especially in English teaching. If the government facilitate so that Filipinos can get licenses to work in the nursery school, young farmers, especially mothers of small kids will be able to work, and it will lead to the local economy.

Labor quality of Filipino intern technical trainees

The reason why the Vietnamese technical intern trainees is more than that of other countries is because the process of accepting the workers is simpler and takes less time and cost less compared to other countries. As an officer of an agency said, the reason why the cost less is because the technical trainees pay the cost of training at the agency. Many of them or their parents usually rent a big amount of money to prepare for the cost. One of the reasons why Vietnamese technical intern trainees run away from their work place is for them to look for other job which they can earn more to pay back their debt. On the other hand, accepting Filipino workers takes more time and cost more, for the government in the Philippines is very strict about sending the workers abroad in order to protect their human rights. Accordingly, the government of the Philippines make a contract that the Japanese companies themselves have to shoulder all the cost for their training at the agencies.

As the result, far more Vietnamese disappear from their work places for their training. Figure 40 shows that the number of Vietnamese intern technical trainees who were illegally overstaying in Japan as of January 1, 2020 was the biggest sharing nearly 70% of the total. On the number is much smaller in the case of Filipino trainees [Ministry of Justice, 2020]. This is all due to the effort of the government of the Philippines. The Philippines can be considered to be advanced in term of protecting the workers abroad. This country can be a model for other countries. The Japanese government can learn a lot by the system of Philippine Overseas Employment Agency, POEA and its subsidiary body, Philippine Overseas Labor Office (POLO).

Figure 40. Number of over-stayed technical intern trainees by country as of January 1, 2020

Country	Number	%
Vietnam	8632	69.5
China	2663	21.4
Indonesia	670	5.4
Philippines	143	1.2
Thai	137	1.1
Others	182	1.5
Total	12427	100%

Source: Ministry of Justice (2020)
<http://www.moj.go.jp/isa/content/001334958.pdf>

5.2 New agricultural business by Filipino

It should be noted that some Filipinos married to Japanese husbands can contribute to the local economic development based on their culture and business style in collaboration with their husbands. In case of “A”, her business of sari-sari store style grocery shop and moving retailing by her van contributes to find the Filipino who are willing to work at her farm. And her way of selling Filipino vegetables on web to the Filipinos all over Japan make the vegetables grown in the warm area in Japan more profitable. In case of “B”, she is very active in successfully promoting the health leafy vegetable of Moringa because she knows how it is healthy to the human body. This is all because the vegetable is still new but it is a just ordinary daily food for the Filipinos.

Filipino network in Kagoshima prefecture has stated to emerge in early 2000’s and becoming solid [Tejada, 2019]. The network in rural areas such as Ohsumi region has some positive impact on regional economy [Tejada, 2019]. The new business styles the author have introduced by Filipinos are the examples.

5.3 Conclusions and recommendations

The paper aims to make it clear what are the potentials and challenges on utilizing foreign workforce in rural Japan focusing on the Filipinos by analyzing the result of the research conducted in Ohsumi region in Kagoshima prefecture, Japan. The reason why the paper focuses on the Filipino workforce is the number of populations with permanent visa and that of intern technical trainees are quite large.

In Japan, the prefectures and regions where agriculture and food processing industry are essential, the number of foreign workers is increasing to fill up labor shortage. Southern Kyushu, or Kagoshima prefecture and Miyazaki prefecture, Ohsumi region are the examples for this. So, the paper explored the situation of Filipino workforce engaged in agriculture in the area. The main parts of the study are divided into two. The

first relates to the mailed survey to the supervising organization which accept intern technical trainees in Kagoshima prefecture and Miyazaki prefecture. The author has sent all the supervising organization in the two prefectures of 44, and has received responses by 28 organizations. The second part is based on the structured questionnaire survey to 48 Filipinos engaged in agriculture in Ohsumi region. Out of the 48, more intensive and time-taking interviews were conducted to three key informants, or “A” and “B”.

By the research to the organizations, it was found the number of Vietnam trainees is much higher than that of Filipinos. However, the evaluation by supervising organizations on their skills are almost the same. It became clear that many organizations think to accept Vietnamese takes less time for procedure and less cost than to accept Filipinos.

The research in Ohsumi region came up with very remarkable facts. Firstly, the study found that most of the part-time agricultural workers working at “A” ‘s farm is highly educated. Surprisingly, 6 out of 7 were college graduates. Second fact is that some unique business styles are taking place in Ohsumi region. “A” is selling Filipino vegetables such as “sitaw” or string beans in English. She sells them by big boxes to the Filipino customers on web all over Japan. She also gives them for free to those who come to her small retail shop called “sari-sari store” or customers of her mobile shop to increase the sale. It should be noted that she also tries to find the Filipinos who can work for her farm. “B” has started planting “malunggay”, or “moringa” in English together with her husband. Because she knows about the vegetable very well, she is so active in promotion of selling the product.

In conclusion, taking a look at the situation of the Filipinos engaged in agriculture brought about the viewpoint of “quality of labor”. Or, the Filipino workforce is underutilized even though some have high quality. Filipino intern technical trainees are fewer not because the quality is lower. It is significant for regional economy to make the best use of foreign workforce suitable for their labor quality. This case study highlights this significant point. And, the study also showed the fact that “new unique business styles by Filipinos” may contribute to the regional economy.

The recommendations on policy of foreign workforce attained by the study are that the foreign workers should be utilized properly based on their labor quality, and attention should be paid to the new businesses by foreign workers and financial or technical assistance to them will be a big help not only for the foreigners but also for the regional economy.

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