

博士論文（要約）

Aiming High and Moving Forward in the Age of Globalization: Spatial and Career Mobility of the Skilled Korean Women in Japan

(国境を越える社会移動：日本で活躍する韓国人女性の社会学的分析)

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Table of Contents

LIST OF TABLES.....	i
LIST OF FIGURES.....	v
LIST OF CASES.....	vii
DEFINITION OF TERMS.....	viii
INTRODUCTION. Post–Migration Studies: Japan Migration of Newcomer Korean Migrants in the New Millennium	1
0.0 New Migration in the 21 st Century.....	3
0.1 Skilled Migration and Gender.....	5
0.2 Beyond High– and Low–skilled Migrants.....	7
0.3 Korean Residents in Japan.....	11
0.4 Significance of the Research.....	13
0.5 Research Questions	16
0.6 Thesis Outline.....	16
CHAPTER 1. New ‘Skilled’ Women as Middling Transnationals	19
1.1 Determinants of International Migration.....	19
1.1.1 From the Push–Pull Economic Model to Diverse Migration Patterns	20
1.1.2 Towards Women’s International Migration.....	23
1.2 Migrant Settlement.....	29
1.2.1 Changes in Labor Migration.....	29
1.2.2 From Assimilation to Transnationalism	35
1.2.3 Broadening the Concept of Human Capital.....	42
1.3 Conclusion.....	51
CHAPTER 2. South Korean Society and Korean Migration to Japan	53
2.1 Korean Women’s Socio–economic Status in South Korea.....	53
2.1.1 Higher Education	53
2.1.2 Gender Equality within the Household	56
2.1.3 Women’s Labor Force Participation	60
2.2 Complexity of Korean Migration to Japan	68
2.2.1 Korean Emigration.....	68

2.2.2 Migrating to Japan.....	73
2.2.3 Challenges of Korean Women in Japanese Society.....	80
2.3 Conclusion.....	83
CHAPTER 3. Methodology.....	85
3.1 Life–Story Approach.....	85
3.2 Method Application and Analysis.....	86
3.3 Demographics and Profile of Socio–Economic Background	100
CHAPTER 4. Korean Women on the Move: Migration Motivations	105
4.1 Studies on Korean Women’s Migration Motives.....	105
4.2 Motivations for Moving	108
4.2.1 Non–Career related entry	109
4.2.2 Life and Career–Centered Entry.....	127
4.3 Conclusion.....	142
CHAPTER 5. Global Human Capital and Career Formation.....	144
5.1 Korean Migrant Women and Career Formation	144
5.2 Categorizing Skilled Korean Migrant Women in Japan.....	148
5.3.1 Group I: Japan–Obtained Human Capital, Japanese–Based Career Orientation.....	150
5.3.2 Group II: Internationally–Obtained Human Capital, Korean Ethnic Career orientation	166
5.3.3 Group III: Japan–Obtained Human Capital, International Career Orientation	182
5.3.4 Group IV: Internationally–Obtained Human Capital, International Career Orientation	198
5.3 Discussion: Transferability of Global Human Capital	215
5.4 Conclusion.....	217
CHAPTER 6. Career Connections and Networking Strategies.....	220
6.1 Social Networks and Overseas Careers	220
6.2 Korean Migrants’ Careers and Social Networks.....	223
6.3 Four Groups’ Social Networks	227
6.3.1 Group I: Building Strong Bonds through One’s Family	228
6.3.2 Group II: Building Ethnic Bonds with and through Co–Ethnics	233
6.3.3 Group III: Building Glocal Bridge through the Japanese Labor Market	241
6.3.4 Group IV: Building Transnational Bridges through Transmitting Information beyond Japan	249

6.4 Discussion: Transnational Cooperative Bridges	259
6.5 Conclusion.....	261
CHAPTER 7. Gender Norms, Family, and Career	264
7.1 Dual Earner Household Strategies	264
7.2 Korean Migrant Women’s Coping with Work and Family Roles.....	266
7.3 Changes in Korean Migrant Women’s Household Strategies.....	268
7.3.1 Group I and II: Accommodating as Home–Centered and Local–Attached	269
7.3.2 Group III and IV: Transforming as Adaptive and Mobile–Oriented.....	281
7.4 Discussion: Zigzag Career and Coordinated Householding	294
7.5 Conclusion.....	296
CHAPTER 8. Rethinking International Skilled Migration	298
8.1 Summary of the Chapters	298
8.2 Discussion of Thematic Findings.....	303
8.2.1 Temporal Changes in Transnational Spatial Mobility of Korean Women in Japan.....	303
8.2.2 Work in Transition: Migrant Women’s Passages into the Global Labor Market.....	308
8.2.3 Beyond Home: The Evolution of Migration Strategies.....	313
8.3 Future Policy Implications of Middling Migration and Career Mobility of Long–term Migrants in Japan.....	315
8.4 Recommendations for Future Research.....	317
8.5 Concluding Remarks	319
APPENDICES	321
Appendix A: Comparative Overview of Skill Levels and Visa Categories of Chinese and Korean newcomer residents in Japan	321
Appendix B: Participant information Sheet.....	322
Appendix D: Consent Form (in Japanese).....	324
REFERENCES	332

LIST OF TABLES

Table 1. Time allotment of Korean females and males spent on housework (minutes).....	58
Table 2. Number of skilled (potential skilled) Korean residents in Japan.....	79
Table 3. List of online communities the researcher communicated for the study.....	93
Table 4. Profiles of KMW in Japan based on migration motives (Non-Career Oriented Entry)	110
Table 5. Profiles of KMW in Japan based on migration motives (Life and career-centered entry)..	128
Table 6. Group I Informants: Japan-obtained human capital, Japanese-based career orientation	151
Table 7. Group I's Japanese language proficiency	157
Table 8. Group II Informants: Internationally-obtained human capital, Korean ethnic career orientation	167
Table 9. The entry status of Group II.....	174
Table 10. Group II's Japanese language proficiency	176
Table 11. Group III Informants: Japan-obtained human capital, international career orientation	183
Table 12. Group III's Japanese language proficiency	190
Table 13. Group III: Employment of skilled Korean women in Japan by industry	196
Table 14. Group IV Informants: Internationally-obtained human capital, international career orientation	199
Table 15. Group IV: Employment of skilled Korean women in Japan by industry.....	213
Table 16. Group characteristics	304
Table 17. Paths of career mobility across groups	310

LIST OF FIGURES

Figure 1. The transition of college enrollment rate, including 2–4 year universities (%)	55
Figure 2. Trends in women’s decision–making related to work	59
Figure 3. Trends in women’s decision and partnership related to living expenses and property management	60
Figure 4. Labor force participation of Koreans.....	61
Figure 5. Korean women’s labor force participation rate by age.....	62
Figure 6. Women’s employment/population ratio by age, 2019.....	63
Figure 7. Comparison of highly–educated (tertiary education) women’s employment rates	63
Figure 8. Ratio of Korean women’s non–regular workers by gender and age group (%).....	65
Figure 9. Changes in working hours and wage levels from 2000 to 2018.....	66
Figure 10. Number of Korean residents in Japan.....	76
Figure 11. Koreans living in Japan by status of residence, 2017.....	78
Figure 12. Number of News articles on Migrant women and Korean women in Japan, 1980–2017...	81
Figure 13. Research Design.....	87
Figure 14. Process of In–depth interview	99
Figure 15. Number of marriages and Japanese–Korean marriages in Japan	113
Figure 16. Gross domestic product (GDP) and unemployment rate since 1980, South Korea.....	117
Figure 17. Credit delinquents who have delinquent financial liabilities for more than three months during the Asian financial crisis of 1997	118
Figure 18. Korean residents obtained ‘family stay’ (=dependent) visa in Japan, 2006, 2011, 2015, 2018	124
Figure 19. The number of International students and Korean students in Japan (2006–2018).....	131
Figure 20. Number of Korean students who enroll in institutions of higher education abroad	132
Figure 21. A conceptual framework on skilled migrant women’s career formation (Author’s own)	145
Figure 22. Categorizing the Four Groups:.....	149
Figure 23. Comparative number of News articles on migrant women in Japan, 1980–1999 and 2000– 2017	159

Figure 24. An illustrative description of the four groups' social network formation.....	227
Figure 25. Korean women's use of the Kye system in Japan	238
Figure 26. Examples of Korean's co-ethnic network	255
Figure 27. Changes in the four groups' household strategies	268
Figure 28. Group I and II: Korean migrant women's household economy management.....	270
Figure 29. Group III and IV: Korean migrant women's household economy management.....	282
Figure 30. Gendered roles in Japan and South Korea	284
Figure 31. Household support from outside	286
Figure 32. Children's daily school schedule.....	291

LIST OF CASES

Case 1. Kato (63, arrived in 1982, travel agent, ID: KWJ2).....	152
Case 2. Ahn (60, arrived in 1983, medical trade company and beauty salon owner, ID: KWJ3).....	152
Case 3. Yang (57, arrived in 1987, caregiver, ID: KWJ9)	153
Case 4. Son (60, arrived in 1995, publisher of a Korean ethnic newspaper, ID: KWJ17)	169
Case 5. Kim (51, arrived in 1997, owner of an aesthetic clinic, ID: KWJ27).....	169
Case 6. Kang (52, arrived in 1999, private institution proprietor, ID: KWJ42)	170
Case 7. Gwan (35, arrived in 2003, IT company employee, ID: KWJ51).....	184
Case 8. Jong (42, arrived in 2004, video export company owner, ID: KWJ54)	185
Case 9. Jeon (36, arrived in 2006, online retailing company employee, ID: KWJ62).....	185
Case 10. Yun (37, arrived in 2010, IT company employee, ID: KWJ84).....	201
Case 11. Park (39, arrived in 2012, design company owner, ID: KWJ39).....	201
Case 12. Sook (41, arrived in 2015, retailing company employee, ID: KWJ97).....	202
Case 13. Jin (50, arrived in 2014, professor, ID: KWJ98)	203

DEFINITION OF TERMS

(Scheduled to be published within five years)

ABBREVIATIONS

EU	European Union
GDP	Gross Domestic Product
GHC	Global Human capital
HC	Human Capital
IMF	International Monetary Fund
IOM	International Organization for Migration
IT	Information Technology
JES	Japanese employment system
JLPT	Japanese–Language Proficiency Test
KCJ	Korean child in Japan (Research Informant)
KMJ	Korean man in Japan (Research Informant)
KWJ	Korean woman in Japan (Research Informant)
KBE	Knowledge–based economy
MBA	Master of Business Administration
OECD	Organization of Economic Co–operation and Development
SME	A Small to Mid–size enterprise
TCB	Transnational Cooperative Bridges
TOEFL	Test of English as a Foreign Language
PM	Prime Minister
PR	Permanent Resident
TNC	Transnational company
TCN	Transnational Cooperative Networking
UNDESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Program
UK	The United Kingdom
USA	The United States of America

**INTRODUCTION. Post–Migration Studies: Japan Migration of Newcomer Korean
Migrants in the New Millennium**

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CHAPTER 1. New ‘Skilled’ Women as Middling Transnationals

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CHAPTER 3. Methodology

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CHAPTER 5. Global Human Capital and Career Formation

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CHAPTER 6. Career Connections and Networking Strategies

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CHAPTER 7. Gender Norms, Family, and Career

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CHAPTER 8. Rethinking International Skilled Migration

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APPENDICES

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論文の内容の要旨

Aiming High and Moving Forward in the Age of Globalization: Spatial and Career Mobility of the Skilled Korean Women in Japan

(国境を越える社会移動：日本で活躍する韓国人女性の社会学的分析)

林 徳仁

This study introduces the phenomenon of a new mobility among ‘middling’ Korean female migrants in Japan. Middling migrants are those migrants who do not qualify as high-skilled, highly paid elites, nor can they be classified as low-skilled, lowly paid workers. Hidden in the middle of the continuum of skilled workers, these migrants are difficult to identify by statistics because of the diversity of their legal status in the host country. Many of these middling Korean female migrants are highly educated and hold significant careers. It is the aim of this study to understand their spatial and career mobility.

Building on Krings et al.’s (2013) concept of “worklife pathways” that looks at the individual’s professional and personal life journeys, this study examines the lives of 105 middling Korean female migrants who moved to Japan over the last four decades from 1980s to 2010s. In-depth interviews were conducted from 2013 to 2019, with some women being interviewed more than once in order to trace their life journeys. In addition, some of their husbands, children, and parents were also interviewed to obtain a wider perspective of their lives. The women are from the middle-class in South Korea and are mostly well-educated with work experience. They have at times experienced different forms of deskilling and downward social mobility upon migration to Japan.

The migrants' journey starts with the decision to migrate. Examining the Korean female migrants' motivations to migrate, this study found that their decisions reflect the South Korean and global economic and social changes over four decades. Those who came to Japan in the 1980s and 1990s pursued non-career related goals, such as sustaining family and friendship, although some were striving to overcome their economic refugee status during the Asian Financial Crisis of 1997. On the other hand, those who arrived since the 2000s moved for purposes of personal growth and career development through study abroad and job changes.

Central to this analysis is the concept of human capital. Becker (1967, 1981) defined human capital as one of the significant criteria for evaluating labor productivity through emphasizing better income and class position in the host society's labor market. However, this research suggests that we need to consider human capital in a broader sense beyond the conventional divide between higher- and lower-skilled. Also, it is imperative to account for the transferability of skills in the spatial context with new temporalities of migration and new gendered migration trends to investigate the characteristics of the new Korean migration trend taking place currently.

The range of human capital that the women have accumulated over time and across space greatly influenced their career development. This study traced how the women's human capital gained in their home country could not be utilized or were not recognized in the host country. Nevertheless, the women were able to transform this deskilling by making efforts to reskill and thus transform their careers. Their job statuses ranged from full-time employees in corporations to entrepreneurs in a wide range of industries in Japan.

Recognizing that women who came at different times tended to exhibit different characteristics, this study categorized them into four groups according to their accumulated human capital and career orientation as indicated below:

Group I - Japan-obtained human capital, Japanese-based career orientation

Group II - Internationally-obtained human capital, Korean ethnic career orientation

Group III - Japan-obtained human capital, international career orientation

Group IV - Internationally-obtained human capital, international career orientation

There was a total of 18 women in Group I, 30 in Group II, 27 in Group III, and 30 in Group IV. Although the women were distinguished based on human capital in this research, that does not mean that the temporal element is excluded. The period of migration is loosely divided because the socio-economic conditions for migration have changed over time. Changes in social conditions (especially due to the higher educational attainment of Korean women in recent years) have influenced group categorization, such as temporal changes that have not directly distinguished groups but have become an important factor indirectly.

Detailed analysis found that human capital, social networks, and household (re)arrangement were three interconnected factors that have variedly influenced the women's career mobility.

The human capital acquired by Groups I and II, identified as *localized human capital*, was of limited use in Japan, whereas the human capital obtained by Groups III and IV showed the characteristics of *global human capital* that was transferable and skills-specific. Even though some of the women's acquired human capital could not be used in Japan, they aimed for higher education suited to the local or global market and were able to achieve higher skills to advance their careers.

The second significant factor influencing the women's career mobility was their diverse social networks, with some using bonding networks while others used bridging networks. While the women in Groups I and II relied on localized ethnic networks, women in Group III actively participated in competitive and non-ethnic-based professional networks in Japan. On the other hand, the women in Group IV engaged in transnational cooperative networks, spanning many nations.

The formation and maintenance of the women's careers were also supported by the reorganization of gender norms within the household. For women in Groups I and II, migration had not enabled them to escape completely from traditional gender norms, such as them being totally responsible for housework and child-rearing. Constrained by domestic roles to meet the traditional family expectations, these women's careers were more home- and local-oriented that accommodated flexible work schedules and short commutes between home and the workplace. Meanwhile, the women in Groups III and IV adopted a transformative process through joint economic management, shared housework, and child-rearing with their husbands. There were cases where their husbands were also mobile, so household responsibilities were negotiated to maximize both their careers. Freed of the

restrictions of gender norms, the women could focus on their career development. In addition, setting their sights beyond Japan and South Korea, the women were keen to provide a multicultural and global education for their children so that their entire family could be mobile and move together, accessing global opportunities and realizing a borderless global stage for their lives.

This research emphasizes that the migration and settlement strategies have evolved over time. The dominant migration strategy among the women has changed from simple (Groups I and II) to advanced (Groups III and IV). The simple strategy is characterized as either permanent settlement in the destination country or transnational movement between two nations. On the other hand, the advanced strategy is characterized by flexible, frequent mobility in terms of migration and relocation, which tends to be explained by existing concepts such as “footloose migrants” (Engbersen et al., 2013), “free movers” (Favell, 2008), or “flexible citizen” (Ong, 1999). However, unlike those people who have weak attachments to their origin and destination countries, the middling Korean migrant women appear to have temporarily or permanently settled in Japan, which offers better life and career opportunities, even though they are aware that they have the option of leaving one day. Thus, some of these women can be described more concretely as “tumbler migrants” or “international tumbleweeds” (Eade, 2008) that bear the characteristic of being footloose, but tend to settle in a certain destination.

To sum up, this study has shown that the middling Korean female migrants’ motivations to move could not be simply explained by a dichotomy of economic and non-economic reasons but rather by diverse reasons reflecting the economic and social environment at that time as well as their diverse personal aspirations. Furthermore, their settlement could not be understood simply as inclusion by or exclusion from the host country. While living in the host country, the women continued to develop their careers and contribute to the host country’s economy, and in many cases, they contributed to the wider global economy, including their home country.

The phrase “aiming high and moving forward” in the dissertation title explains the ongoing efforts of Korean female migrants to invest in and make progress in their personal and professional lives. Through diversity, they aimed high and continued to develop their human capital and social network to move forward with their transnational spatial, career, and social mobility.