

Labour Migration and Integration Policies: A Comparative Study of the Netherlands and Japan



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Preface

This master's thesis represents the culmination of my studies in Public Governance, Management, and Policy at Erasmus University Rotterdam. The journey to completing this thesis has been both challenging and rewarding, providing me with profound insights into the complexities of labour migration policies and integration strategies in the Netherlands and Japan.

Balancing my professional responsibilities as a Financial Advisor at the Ministry of Foreign Affairs of the Kingdom of the Netherlands with the demands of this research was no small feat. The experience has enriched my understanding of the intricate relationship between policy and practice and has underscored the importance of evidence-based policymaking in addressing global issues.

I would like to extend my heartfelt gratitude to my thesis supervisor, Stefan de Jong, whose guidance, expertise, and unwavering support were instrumental in the completion of this work. I am also deeply thankful to my fellow student, Sander Verkouter from my thesis circle, for the excellent collaboration, mutual motivation, and valuable feedback throughout this process.

Special thanks go to my husband and family, whose patience and support have been a constant source of strength. I am equally grateful to my colleagues for their understanding and encouragement, which provided me with the motivation to persevere.

I look forward to incorporating the skills and knowledge I have gained during this master program into my work at the Ministry of Foreign Affairs, further contributing to the development and implementation of effective policies.

This thesis is a testament to the collective support and inspiration I have received from everyone involved. I hope it contributes meaningfully to the ongoing discourse on migration policies and integration strategies, and serves as a resource for future research and policy development.

Thank you all for your unwavering support and belief in my work.

Nesleena Usman

2 August 2024

Abstract

In today's globalized world, labour migration is vital for addressing demographic challenges like aging populations and declining birth rates, which lead to labour shortages in national economies. This thesis conducts a comparative analysis of the labour migration policies and integration strategies of the Netherlands and Japan, two nations facing similar economic pressures but employing distinct approaches. The research method involves a qualitative content analysis of policy documents, among other sources, and comparative analysis within the contextual frameworks provided by each country's historical, cultural, political, and economic background.

The Netherlands employs a comprehensive and inclusive strategy, addressing economic, social, legal, cultural, and civic dimensions, reflecting its rich history of immigration and strong commitment to multiculturalism. In contrast, Japan's approach is more structured and controlled, focusing on specific visa categories and employer-linked support to manage labour shortages and demographic challenges, influenced by its historical preference for social homogeneity and a cautious political climate.

The findings reveal that while the Netherlands provides extensive, personalized support for migrants, Japan's focused policies efficiently meet labour market needs but may limit long-term social inclusion. This research recommends that the Netherlands establish a comprehensive public-private partnership model for integration, drawing inspiration from Japan's collaborative efforts between government and the private sector. Additionally, Japan should implement compulsory integration programs for all labour migrants, ensuring consistent and comprehensive support similar to the Netherlands' approach. Both countries are encouraged to develop systematic review and feedback mechanisms to continuously evaluate and improve their migration and integration policies.

Understanding these different approaches offers valuable insights for policymakers aiming to address labour shortages and demographic challenges through improved integration strategies. This research highlights the importance of tailored policies that reflect each country's unique context while suggesting potential areas for mutual learning and policy enhancement.

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1. Introduction

In today's era of increasing globalization, labour migration has become essential to many national economies. As countries around the world grapple with demographic changes such as aging populations and declining birth rates, they face labour shortages and economic challenges that necessitate innovative solutions (Bloom, Canning, & Lubet, 2015). To address these issues, nations develop migration policy frameworks aimed at attracting and integrating labour migrants (World Bank, 2023). These policies are not only crucial for filling gaps in the labour market but also for ensuring that migrants can successfully adapt and contribute to the social fabric of their host countries. Poor integration of labour migrants can lead to social exclusion, heightened social tensions, and economic inefficiencies, with significant underutilization of their skills and potential, thereby disrupting both social cohesion and economic stability (Castles, de Haas, & Miller, 2014). The challenge of declining native populations, coupled with the growing number of migrant populations, underscores the urgent need for robust integration policies to promote social harmony. High-income countries, despite facing similar economic and demographic pressures, often adopt markedly different migration policies and integration strategies (Castles, de Haas, & Miller, 2014). Understanding why countries with seemingly similar characteristics, such as advanced economic development and demographic challenges like ageing population and declining birth rates, pursue divergent migration policies is a critical question for policymakers and scholars alike. While much research has been conducted on migration policies and integration strategies, there is a notable lack of comparative studies that analyse the reasons behind the divergent approaches of similarly developed nations (Castles, de Haas, & Miller, 2014). This study aims to uncover the factors driving the divergent policy approaches by focusing on two distinct yet comparably developed nations: the Netherlands and Japan.

The Netherlands, recognized for its international orientation and openness (European Union, 2023; Migration Policy Institute, 2018), contrasts with Japan, which is characterized by its insular nature (Hollifield & Sharpe, 2017; Wilson Center, 2019). This contrast offers a valuable context for examining the factors that lead to divergent migration policy approaches.

1.1. Research Goal and Research Questions

The primary focus of this comparative research is to understand the underlying reasons for the differing migration policies of the Netherlands and Japan, rather than evaluating the effectiveness of their strategies. The insights gained from this research will be valuable for countries seeking to navigate the complexities of integrating labour migrants into their societies, thereby ensuring both economic benefits and social cohesion.

The central question guiding this study is: *"How do the migration policies of the Netherlands and Japan aim to facilitate the integration of labour migrants, and what factors contribute to the divergence of these approaches?"* This question seeks to explore the underlying factors and strategic differences between the Dutch and Japanese approaches to migration, offering insights into why integration policy diverges for countries with similar characteristics.

To answer the central question the following sub-questions will be addressed in this paper:

- i. *What are the main features of the migration policy in the Netherlands?*
- ii. *How is the integration of migrants managed in the Netherlands?*
- iii. *What factors explain the development of migration policies in the Netherlands?*
- iv. *What are the main features of the migration policy in Japan?*
- v. *How is the integration of migrants managed in Japan?*
- vi. *What factors explain the development of migration policies in Japan?*

1.2. Societal and Scientific Relevance

The societal relevance of studying the migration policy frameworks of the Netherlands and Japan is multifaceted. Firstly, effective policy frameworks are crucial for the successful integration of migrants, which has direct implications for social cohesion and the economic stability of a nation. Well-integrated migrants can contribute significantly to the labour market, cultural diversity, and societal innovation. However, the integration of labour migrants in both countries does not always proceed smoothly, often facing significant challenges (Migration Policy Institute, 2019; Japanese Studies, 2020; OECD, n.d.; Sharpe, 2014). This research aims to provide specific insights into the principles and factors that shape migration policies. By examining the contrasting cases of the Netherlands and Japan, the study will highlight key design elements and considerations that influence the development of migration policies. These insights will help policymakers understand the underlying factors that contribute to different policy approaches and provide a clearer understanding of how to design policies that facilitate the integration of labour migrants.

This research equally holds significant academic relevance as it examines the divergent migration policy approaches of Japan and the Netherlands, two nations with advanced economic development facing similar demographic challenges, such as aging populations and declining birth rates (Castles, de Haas, & Miller, 2014). By exploring the historical, cultural, and socio-economic factors, among others, that shape these distinct policy frameworks, this study fills a critical gap in migration studies. Because, there is a notable lack of comparative

research that analyses why similarly developed countries adopt different migration policies (Cornelius, Martin, & Hollifield, 1994; Massey et al., 1993). By providing a nuanced understanding of how factors like for example, national identity, historical experiences, and socio-political landscapes influence migration policies, this research enriches theoretical insights and serves as a valuable foundation for further research on global migration policy development.

1.3. Structure of the report

The research report follows a structured framework comprising six chapters. The first chapter introduces the problem statement, outlining the significance and scope of the study. Chapter 2 delves into the theoretical framework, exploring concepts and theories relevant to the scope of the study. In Chapter 3, the research design and methodological approach are detailed, including data collection methods and considerations for ensuring validity and reliability. The empirical findings and analysis are presented in Chapter 4, focusing on the distinct policy approaches of each country to support the integration of labour migrants. Chapter 5 synthesizes the findings, offering conclusions and discussing the limitations of the research. Finally, Chapter 6 provides practical policy recommendations based on the study's findings, aimed at improving migrant integration in both countries.

2. Theoretical Framework

In this chapter, the theoretical foundations that guide the research on migration policies and labour migrant integration are explored. The chapter begins by defining the key concepts of the variables, migration policy and labour migrant integration. The chapter then examines the theoretical factors that influence these policies, such as cultural, economic, institutional, political, and historical elements. Finally, a conceptual model is presented to illustrate the expected relationship between these variables.

2.1. Migration Policy

Migration policy can be defined as the comprehensive framework of laws, regulations, guidelines, and measures implemented by a government to manage the movement of labour migrants across borders (Brettell & Hollifield, 2023; Castles, de Haas, & Miller, 2014). These policies address the control of entry, stay, and exit of labour migrants, alongside their integration, security, and the challenges posed by unauthorized migration (Ruhs, 2013).

Entry and admission requirements are the cornerstone of labour migration policy. They involve the criteria and processes for admitting labour migrants, such as visa issuance and work permits. These policies determine how selective or inclusive a country is towards labour

migration, directly influencing how easily labour migrants can enter and remain in the country (Castles, de Haas, & Miller, 2014). Detailed in policy documents and official guidelines, these entry policies are crucial for managing the initial phase of migration and ensuring that migrants meet specific eligibility requirements (Boswell, 2007). Equally critical are policies governing labour market access and conditions. These policies ensure that labour migrants can contribute economically while safeguarding their workplace rights. They regulate the types of jobs available to labour migrants, employment conditions, and their rights as workers (Brettell & Hollifield, 2023; Massey & Taylor, 2004).

To grasp the intricacies of labour migration policy, it's essential to delve into its key components: policy objectives and the legal framework and institutional mechanisms that bring these policies to life. Examining labour migration policy comprehensively involves understanding the foundational goals behind the policies, how they are actually put into practice, and the wider economic, political, and social factors that influence them. By considering these elements together, we can fully grasp how labour migration policies are developed and implemented (Castles, de Haas, & Miller, 2014).

2.1.1. Policy Objectives

Migration policies are crafted with specific objectives, such as regulating migration flows, meeting labour market needs, ensuring national security, and promoting the social integration of labour migrants. These policy objectives provide a clear framework for understanding the intent behind various migration policies.

For instance, regulating migration flows often involves implementing measures such as visa policies and border controls to manage the number and type of labour migrants entering a country (Castles, de Haas, & Miller, 2014; Brettell & Hollifield, 2023). This is crucial for maintaining national security and public order and for ensuring that migration benefits the host society economically and socially (Castles, de Haas, & Miller, 2014; de Haas, 2021). Visa policies and border controls are essential for controlling the influx of labour migrants and ensuring that those who enter meet the required criteria (Boswell, 2007).

Meeting labour market needs is another critical objective, where policies are designed to attract skilled labour that can fill gaps in the economy. This includes tailored work permits, skill recognition programs, and employment support services that help integrate migrants into the labour market efficiently (de Haas, 2021; Ruhs & Anderson, 2010). Skill recognition programs enable the effective utilization of migrants' qualifications, thereby addressing shortages in specific sectors (Ruhs & Anderson, 2010; Chaloff & Lemaitre, 2009).

Ensuring national security is also a fundamental aspect, where policies often include background checks and surveillance programs to prevent security threats associated with labour migration. These measures aim to balance the openness of borders with the safety and security of the nation (Castles, de Haas, & Miller, 2014; Brettell & Hollifield, 2023; Guild, 2009). Enhanced screening and vetting processes are commonly employed to mitigate potential risks, ensuring that only individuals who pose no threat to national security are granted entry (Huysmans, 2006).

Promoting social integration involves policies that support the inclusion of labour migrants into the social fabric of the host country. This can be operationalized through programs that provide language training, cultural orientation, and community engagement initiatives, helping migrants adapt and contribute positively to their new environment (Brettell & Hollifield, 2023; Ager & Strang, 2008). Social integration programs are crucial for fostering a sense of belonging and ensuring that migrants can participate fully in society (Entzinger & Biezeveld, 2011).

Lastly, ensuring that labour migrants have access to social and economic rights is a key objective. This includes guaranteeing access to essential services such as healthcare, education, and social services, which are vital for the well-being and integration of migrants (Castles, de Haas, & Miller, 2014; de Haas, 2021; Bloch, 2013). These rights reflect the societal values of inclusivity and support, highlighting the commitment of host countries to uphold human dignity and equality (de Haas, 2021; Kofman & Raghuram, 2015).

By examining these objectives, we can understand the foundational principles guiding migration policies.

2.1.2. Legal Framework and Institutional Operation of Labour Migration

The legal and regulatory framework forms the backbone of migration policy, encompassing laws, regulations, and guidelines that govern the admission, residence, and rights of migrants. These frameworks include immigration laws, visa regulations, and labour migration rules, which are essential for understanding the legal context within which migration policies operate (Brettell & Hollifield, 2023). A comprehensive and coherent legal framework allows for a thorough comparison of the structures that support migration policies in different contexts. Equally important is the institutional operation, which ensures the effective implementation ("uitvoering van het beleid") of these policies (Trein, Maggetti, & Meyer, 2020).

The organizational structure of migration policy implementation involves multiple institutions with defined roles and responsibilities. These institutions range from government ministries to specialized agencies and non-governmental organizations (NGOs). Each institution plays a critical role in ensuring that migration policies are effectively carried out,

from processing visas and work permits to integrating migrants into the labour market and society (Józwiak, Sánchez-Domínguez, & Sorando, 2018). For example, in many countries, the Ministry of Interior or its equivalent oversees the overall migration policy, while specific agencies handle the operational aspects (Kury & Redo, 2018). Immigration services are typically responsible for processing entry applications, issuing visas, and managing residency permits (Van Meter & Van Horn, 1975).

Labor ministries or departments work on integrating migrants into the workforce, ensuring they have access to employment opportunities and that their rights as workers are protected (Józwiak, Sánchez-Domínguez, & Sorando, 2018). Additionally, NGOs and international organizations often collaborate with government bodies to provide support services to migrants, such as legal assistance, language training, and social integration programs. This multi-layered institutional framework ensures that different aspects of migration policy are addressed comprehensively, from initial entry to long-term integration (Kury & Redo, 2018).

This organizational approach aligns with the theoretical perspectives of Van Meter and Van Horn, who emphasize that successful policy implementation requires clear roles, sufficient capacity, and effective coordination among the implementing agencies (Van Meter & Van Horn, 1975; Lundquist, 1987). Moreover, the institutional structure must be adaptive and responsive to changing migration dynamics to address emerging challenges effectively (Trein, Maggetti, & Meyer, 2020).

International agreements and cooperation influence national migration policies by setting standards and facilitating collaboration between countries. These agreements often address issues such as labor migration, refugee protection, and human trafficking. This dimension is relevant as it highlights the role of international dynamics in shaping national migration policies and fostering global cooperation (Brettell & Hollifield, 2023; Hollifield, Martin, & Orrenius, 2014).

2.2. Labour Migrant Integration

Labour migrant integration, in light of this research, can be defined as the process through which migrant workers become incorporated into the economic, social, cultural, civic, and legal frameworks of the host society. This integration aims to ensure that migrants can fully participate and contribute to their new communities while also accessing rights and opportunities on par with native residents (De Coninck & Solano, 2023). The process is dynamic and involves both the efforts of the migrants to adapt and the willingness of the host society to accommodate and support these newcomers (Triandafyllidou, 2018). Effective

integration policies and practices must address each of these dimensions comprehensively (Garcés-Mascareñas & Penninx, 2016).

2.2.1. Economic integration

Economic integration is pivotal for the successful incorporation of migrants into the host society. It involves securing employment that matches the skills and qualifications of migrants, achieving financial independence, and contributing to the host country's economy. Research shows that non-EU nationals often face higher unemployment rates and are more likely to be employed in low-skilled jobs compared to nationals (De Coninck & Solano, 2023). Barriers such as discrimination, lack of recognition of foreign qualifications, and language proficiency issues significantly impede economic integration. Policies focusing on recognition of qualifications, vocational training, and anti-discrimination measures are essential to enhance economic integration (Triandafyllidou, 2018; Bakker et al., 2016).

2.2.2. Social integration

Social integration refers to the formation of social networks, access to social services, and active participation in community life. Language proficiency, access to education, healthcare, and housing are critical factors influencing social integration. Migrants often face challenges such as social isolation, discrimination, and inadequate access to social services. Effective social integration policies must address these barriers by promoting inclusive social services and community engagement initiatives. Studies indicate that social networks within local communities significantly enhance social and psychological integration (Yue et al., 2013; Wang & Fan, 2012).

2.2.3. Legal support

Legal support involves the framework of laws and policies that protect the rights of migrants and facilitate their integration. This includes anti-discrimination laws, labour rights, access to legal representation, and pathways to citizenship. Adequate legal support ensures that migrants can navigate the legal system and access their rights effectively. Studies highlight that without sufficient legal protections, migrants are vulnerable to exploitation and discrimination (Triandafyllidou, 2018; Hainmueller et al., 2017). Comprehensive and inclusive legal policies that address the specific needs of migrants are crucial for their successful integration (Chen & Wang, 2015; Zou & Deng, 2020).

2.2.4. Cultural integration

Cultural integration involves adapting to and participating in the cultural life of the host society while preserving aspects of the migrants' original cultural identity. This process is

essential for fostering mutual respect and understanding between migrants and the host community. Cultural integration is facilitated through access to cultural institutions, participation in cultural events, and intercultural dialogue. However, cultural differences and host society attitudes towards diversity can pose significant challenges. Successful cultural integration requires both migrants and the host society to embrace cultural diversity and promote inclusivity (Berry, 2008; Remennick, 2004).

2.2.5. Civic integration

Civic integration encompasses the participation of migrants in the political and civic life of the host country. This includes activities such as voting, joining political parties, participating in community organizations, and engaging in volunteer work. Civic integration is critical for fostering a sense of belonging and active citizenship among migrants. Policies that promote equal rights and opportunities for civic participation are essential. Barriers to civic integration often include limited access to information about civic rights, language barriers, and discriminatory practices within political institutions (De Coninck & Solano, 2023; Triandafyllidou, 2018).

2.1. The Type of Factors That Can Explain Differences in Policy

To understand the variation in labour migration policies between countries, it is crucial to consider a range of factors that influence governmental decision-making and policy formulation. This framework includes only the factors relevant to labour migration policies.

2.1.1. Cultural Factors

Cultural values and societal norms significantly shape labour migration policies in different countries. Hofstede's (1980) dimensions of national culture, such as individualism versus collectivism and power distance, are pivotal in understanding how cultural contexts influence migration policy (Hofstede, 1980). Cultural factors dictate societal acceptance of immigrants and influence policies related to integration, citizenship, and multiculturalism (Inglehart & Baker, 2000).

2.1.2. Economic Factors

Economic development and labour market needs are critical determinants of labour migration policies. Countries with higher levels of economic prosperity and labour shortages in specific sectors tend to have more open migration policies to attract skilled labour (Esping-Andersen, 1990). Conversely, economic downturns or high unemployment rates may lead to restrictive migration policies (Wilensky, 1975).

2.1.3. Institutional Factors

The structure and functionality of political institutions also play a vital role in shaping labour migration policies. The type of political system (e.g., federal vs. unitary, parliamentary vs. presidential) and the strength of institutional checks and balances affect policy outcomes (Lijphart, 1999). Additionally, legal frameworks and administrative capacities impact a country's ability to design and implement migration policies effectively (North, 1990).

2.1.4. Political Factors

Political ideologies and the distribution of power among political actors are fundamental in shaping labour migration policies. The political orientation of ruling parties and their policy agendas influence the type and scope of migration policies implemented (Hall & Soskice, 2001). Furthermore, the influence of interest groups, public opinion, and international organizations plays a significant role in shaping migration policy dynamics (Katzenstein, 1985).

2.1.5. Historical Factors

Historical events and legacies, such as colonization, wars, and past migration patterns, have long-lasting impacts on a country's labour migration policies. Acemoglu and Robinson (2012) highlight how historical institutions and migration trends influence contemporary policy decisions and frameworks (Acemoglu & Robinson, 2012).

By analysing these factors, we can gain a comprehensive understanding of why countries adopt different labour migration policies, despite facing similar global challenges. Each factor interplays with others, creating a complex mosaic of influences that result in diverse policy landscapes across the world.

2.2. Conceptual Model

The Netherlands has extensive social safety nets, anti-discrimination legislation, and a culture of diversity (Entzinger & Biezeveld, 2011; Ager & Strang, 2008). These mechanisms lead to higher levels of social inclusion for labour migrants, as they have access to essential services, protection under the law, and opportunities for cultural and civic participation.

Japan emphasizes economic integration and meeting labour market needs through specific visa programs and cultural adaptation to the Japanese work environment (Yue et al., 2013; Bakker et al., 2016). This focus results in higher levels of participation in the workforce, but less emphasis on broader social inclusion due to fewer social safety nets and a greater emphasis on cultural homogenization.

Therefore, the expectation is that the Netherlands will see more inclusivity in its integration of labour migrants, while Japan will see higher levels of participation in the workforce but potentially lower levels of social inclusion.

Based on the central research question and the expectation derived from the conducted literature review, the conceptual model is visualized in figure 1:

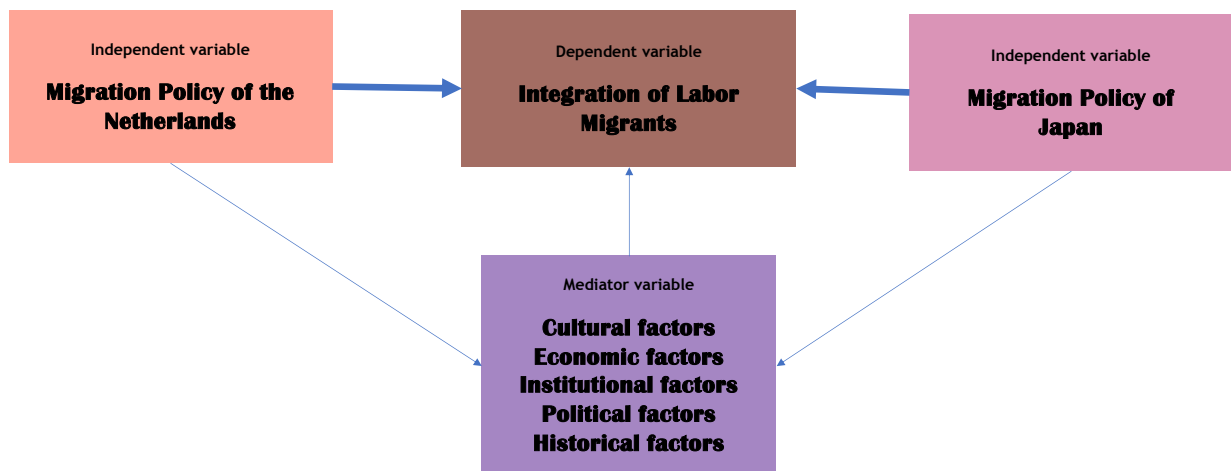


Figure 1. The conceptual model

3. Research Methodology

This chapter outlines the research methodology employed to analyse the migration policy frameworks of the Netherlands and Japan. The primary method used is qualitative document analysis (QDA), a technique that enables the examination of pre-existing texts to understand how these policy frameworks facilitate the social integration of labour migrants and the factors contributing to their divergence. The chapter details the research design, data collection, data analysis, and addresses validity, reliability, and ethical considerations, ensuring a systematic and rigorous approach to the study. The operationalization, including the coding scheme, is included in Appendix 3.

3.1. Research Design

The research employs a qualitative deductive approach, utilizing document analysis as the primary method. This approach is chosen for several compelling reasons. First, document analysis allows researchers to access a wealth of detailed information about policy contexts, historical developments, and institutional frameworks that would be challenging to obtain through other methods. Documents such as policy papers, government reports, and research papers commissioned by governmental bodies for policy-making purposes, offer comprehensive and authoritative insights into official positions and decisions (Bowen, 2009).

Second, document analysis provides a stable source of data that can be revisited multiple times, ensuring consistency and reliability in the research findings. Unlike interviews or observations, which can vary over time, documents remain unchanged, offering a constant reference point (Prior, 2003).

Third, document analysis allows for the study of policies and institutional contexts without the potential biases introduced by direct researcher interaction. This unobtrusive method minimizes the risk of influencing the data, thereby preserving the authenticity and integrity of the information being analysed (Bowen, 2009; Scott, 1990).

Additionally, the inclusion of various document types, such as policy documents, publications by governmental organizations, and newspaper articles, ensures a well-rounded and thorough analysis, enhancing the validity and richness of the research findings (Prior, 2003).

3.2. Data Collection

The selection of documents follows the guidelines provided by Bowen (2009), emphasizing authenticity, credibility, accuracy, and representativeness. The documents selected include government policy papers and official migration frameworks from both the Netherlands and Japan, reports from international organizations such as the International Organization for Migration (IOM) and the Organization for Economic Co-operation and Development (OECD), research papers commissioned by governmental bodies for policy-making purposes, media reports, and website publications by government bodies. To ensure a rigorous selection process, each document was evaluated for authenticity, credibility, accuracy, and representativeness (Bowen, 2009).

Authenticity was ensured by verifying that the documents are genuine and have not been altered (Bowen, 2009). For instance, official government websites and databases were used to source policy documents to confirm their origin and integrity. Credibility was assessed by evaluating the reliability of the documents and the reputation of their sources. For example, documents published by reputable international organizations like the OECD were considered highly credible due to the organization's recognized authority and rigorous publication standards (Yin, 2018). Accuracy was ensured by comparing the information within the documents to other reliable sources. This involved cross-referencing information with multiple documents to verify their accuracy. For example, policy details from international organizations like the IOM and OECD were cross-checked with government reports to ensure accuracy. Representativeness was ensured by selecting documents that provide a comprehensive view of the migration policies and their implementation. This involved choosing documents that cover

a wide range of perspectives. For instance, both policy documents from different levels of government (national and local) and reports from various stakeholders (e.g., international organizations and media channels) were included to capture a full picture of the migration policies (Bowen, 2009).

A list of the documents used for the document analysis is included in Appendix 2.

3.3. Data Analysis

The analysis of the selected documents is conducted using a deductive approach, guided by the framework proposed by Miles and Huberman (1994) and updated by Saldaña (2013). This method involves several steps that ensure a systematic and rigorous analysis of the data.

Initially, the data is familiarized by reading and re-reading the documents to become thoroughly acquainted with the content. This step ensures that the researcher has a deep understanding of the documents' context and content before proceeding with coding (Saldaña, 2013). Following this, the development of an initial coding scheme is guided by the theoretical concepts and expectations set forth at the beginning of the research. Codes are derived from predefined categories based on the theoretical framework on labour migration policy and labour migrant integration. This deductive coding approach ensures that the analysis is aligned with the research objectives and theoretical constructs (Miles & Huberman, 1994). Once the initial codes are established, the data is systematically coded using these predefined categories. The coding process is done manually to ensure a deep and nuanced understanding of the content. Relevant segments of the text are reviewed and assigned to relevant codes that correspond to the theoretical framework (Saldaña, 2013). After coding, the codes are grouped into broader themes that relate to the research questions. Themes such as "characteristics of migration policy," "factors influencing policy objectives", and "legal and regulatory framework," are identified. This process of pattern coding helps to condense the data into more manageable and meaningful units, aligning with the deductive approach of the research (Miles & Huberman, 1994). The identified themes are then reviewed and refined to ensure they accurately reflect the data and are coherent and distinct. This step involves iterative analysis, where the researcher revisits the data and the codes to refine the themes further. This ensures that the themes are both comprehensive and specific to the research questions (Saldaña, 2013). Clear definitions and names for each theme are provided to facilitate understanding and communication of the findings. This step is crucial for ensuring that the analysis is transparent and that the findings can be easily interpreted and communicated to others (Miles & Huberman, 1994). Finally, the themes are integrated into a cohesive narrative that addresses the research questions. This

narrative synthesis involves combining the themes into a structured and coherent account of the findings, which provides a robust and comprehensive answer to the research questions.

This deductive approach ensures that the analysis is theory-driven and aligned with the research objectives. The rigorous application of Miles and Huberman's framework, along with the use of a clear and systematic coding scheme, contributes to the methodological rigor and clarity of the research, enabling a precise and systematic data collection and analysis process (Saldaña, 2013).

3.4. Validity and Reliability

To ensure the validity of this research, a variety of document types are used, including policy documents, research papers commissioned by governmental bodies for policy-making purposes, publications by governmental organizations, and newspaper articles. This diversity of sources increases the robustness of the findings by providing multiple perspectives on the migration policies. The use of these different types of documents allows for a comprehensive and nuanced understanding of the policy frameworks and their implementation. By triangulating data from these varied sources, the research can cross-verify information, thereby reducing the likelihood of bias and enhancing the accuracy and credibility of the findings. This methodological triangulation ensures that the research captures a well-rounded view of the policies.

Reliability is maintained through consistent coding procedures, such as developing a clear codebook and using it consistently throughout the analysis process. This consistency ensures that the same criteria are applied uniformly across all documents, reducing variability in interpretation and coding. By applying the same coding criteria consistently, the reliability of the research is increased because it minimizes subjective bias and ensures that the data is interpreted in the same way each time.

3.5. Ethical Considerations

The use of pre-existing documents minimizes many ethical concerns associated with qualitative research, such as the need for informed consent and the risk of causing harm to participants. However, ethical considerations still guide the research, including respecting the confidentiality of sensitive information within the documents, ensuring accurate representation of the content and context of the documents, and avoiding misinterpretation or misuse of the data.

4. Results

In this chapter, the findings of the comparative analysis of labour migration policies in the Netherlands and Japan are presented. The chapter provides an overview of the labour migration

policies in both countries, examining key aspects and significant factors influencing these policies. Due to limited space, choices were made in selecting the most common and relevant information from the different sources to ensure the focus remained on the most important and pertinent aspects. This comprehensive examination culminates in a table comparing the labour migration policies of the Netherlands and Japan, highlighting the key differences and similarities between the two countries' approaches. The table is included in Appendix 1.

4.1. Labour Migration policy in the Netherlands

For the purpose of this comparative migration policy research between the Netherlands and Japan, the focus on the Netherlands is specifically on highly skilled migrants, as they represent the most significant and relevant group of labour migrants in the Netherlands. This group is crucial for boosting the country's knowledge economy and maintaining economic competitiveness. The Dutch labour migration policy has evolved to become more selective and inviting, particularly towards highly skilled workers. A central feature of this policy is the highly skilled migrants' scheme (*kennismigrantenregeling*), which allows recognized employers (*erkend referenten*) to facilitate the migration process for highly skilled workers efficiently. *"An erkend referent is a customer of the Immigration and Naturalisation Service (IND) who, after a recognition procedure, has gained the trust and responsibility of the IND to bring foreigners to the Netherlands in a faster and easier way"* (NL 5). This system is designed to attract high-skilled workers such as managers, ICT specialists, researchers, and academics, demonstrating the focus on enhancing the knowledge economy.

To further enhance its attractiveness to knowledge migrants, the policy includes specific measures to streamline the migration process. The government's commitment to *"clear and transparent admission procedures"* aims to facilitate the entry of skilled migrants (NL 5). These measures, which set specific salary thresholds and require employment contracts with recognized employers, are designed to make the migration process straightforward and appealing. *"Successful applicants, together with the Dutch employer from whom they will work, must prove that the job pays at least 45,000 Euros per year"* (NL 1). This policy not only attracts highly skilled workers but also allows them to bring their immediate family members, with partners permitted to work as well (NL 1), thereby enhancing the overall appeal of migrating to the Netherlands. The mention of *"clear and transparent admission procedures"* and *"specific salary thresholds"* indicates a well-structured and accessible policy framework.

The process for admitting highly skilled migrants involves several steps. Initially, the employer must be recognized by the IND as an *'erkend referent'*, requiring the employer to demonstrate reliability and meet specific criteria set by the IND. *"Once recognized, the*

employer submits an application for the highly skilled migrant, including necessary documents such as the employment contract and personal identification documents" (NL 5). This step emphasizes the stringent requirements placed on employers to ensure the integrity of the migration process. The IND then processes the application, aiming to make a decision within two weeks. "If the application is complete and meets all requirements, a residence permit for the duration of the employment contract, up to a maximum of five years, is issued" (NL 5). This quick processing time highlights the efficiency and attractiveness of the Dutch system for highly skilled migrants.

For non-EU nationals, the Single Permit Directive 2011/98/EU combines the work permit and residence permit, streamlining the process and ensuring equal treatment for non-EU migrants. *"This directive increases efficiency in application procedures and provides equal treatment to non-EU migrants" (NL 7). Upon approval, the highly skilled migrant, if requiring an entry visa (MVV-plichtig), must visit a Dutch embassy or consulate to provide biometric data and receive the MVV-sticker in their passport. If not MVV-plichtig, they can travel directly to the Netherlands. "Upon arrival, they must collect their residence permit from an IND desk or expat center and register with the local municipality" (NL 5).*

New migrants must also pass a pre-arrival integration test in their country of origin, demonstrating basic knowledge of the Dutch language and society. *"This test is a pre-condition for obtaining a temporary residence permit" (NL 1). This requirement ensures that migrants are prepared to integrate into Dutch society from the outset. Subsequently, they must pass a Dutch language and culture exam to obtain a permanent residence permit.*

The policy also provides a pathway to permanent residency and nationality for migrants who demonstrate long-term integration and contribution. Migrants can apply for Dutch nationality after residing continuously in the Netherlands for over five years. As noted, *"After five years of continuous legal residence, migrants can apply for naturalization, provided they meet the necessary requirements" (NL 7). This rule allows migrants to become fully integrated members of Dutch society.*

4.1.1. Policy Objectives of Labor Migration policy in the Netherlands

The labour migration policy in the Netherlands is an intricate blend of strategies aimed at attracting talent, bolstering the economy, and fostering social harmony. Central to this policy is the drive to make the Netherlands a magnet for highly skilled workers. The Dutch government has designed its labour migration policy to enhance its knowledge economy by attracting migrants who can significantly contribute to the country's economic development and competitiveness. For instance, the government's report emphasizes, *"The government strives to*

make the Netherlands attractive for knowledge migrants, expecting them to make a significant contribution to the economic development and competitiveness of the Netherlands" (NL 5). This highlights the government's intent to address economic needs and improve the country's competitive edge in the global market. The use of the terms "attractive" and "significant contribution" underscores the strategic focus on drawing in high-caliber talent to boost the economy.

Historically, the Netherlands has been a hub for immigrants, a trend that dates back to the 1920s when people from former Dutch colonies, such as Surinamese, Antilleans, and Arubans, began making the Netherlands their home. As noted, *"The Netherlands has been a country of immigration. After the Second World War many immigrants arrived from the former colonies"* (NL 1). The long-standing tradition of integrating a diverse population took shape in the 1980s with the first integration strategies. These early policies evolved into a two-track approach focusing on *'social and economic integration'*, as well as *"identity development"* (NL 6). The influx of immigrants was further complemented by family reunification policies from the 1970s onwards, establishing a diverse demographic landscape that has shaped modern integration policies. The terms "country of immigration" and references to "former colonies" illustrate the deep-rooted history of migration that continues to influence current policies.

Political and institutional factors also significantly shape migration policies. The political climate, especially post the assassinations of Pim Fortuyn in 2002 and Theo van Gogh in 2004, has deeply influenced public opinion and policy direction. *"Political reform has gone hand in hand with the attitude change within the Dutch population towards immigration"* (NL 1). These events intensified the national debate on immigration, multiculturalism, and national identity, leading to more stringent immigration policies and a polarized public view on migrants. *"The hard political debate about asylum seekers also affects social interactions, say the interviewed knowledge workers. Highly skilled migrants fear more racism or inappropriate treatment"* (NL 3). This indicates that public opinion and political events play a critical role in shaping migration policies. The use of phrases like "political reform" and "attitude change" highlight the direct impact of political events on migration policy.

Furthermore, the policy also considers the broader economic benefits of labour migration, emphasizing the contribution of migrants to innovation and international networks. *"Economic migration aspires to the goals of internationalisation, innovation and development through exchange, skills attainment, remittances and building international networks"* (NL 7). This highlights the comprehensive economic strategy behind the policy. Bridging these economic goals with social objectives, the integration policies have evolved significantly since

their inception, reflecting changing governmental visions and societal needs. *"Integration policies have changed along with different governments and their visions"* (NL 6). This dynamic approach ensures that integration efforts remain relevant and effective in promoting mutual acceptance and non-discrimination, thereby contributing to both social cohesion and economic growth.

4.1.2. Legal and Regulatory Framework and Institutional Operation of Labour Migration in the Netherlands

The legal and regulatory framework governing labour migration in the Netherlands aims to balance the needs of the labour market with the rights and obligations of migrants. The Foreign Nationals Employment Act (*Wet Arbeid Vreemdelingen*) mandates that *"employers need to be in possession of a work permit for the third-country nationals they want to employ"* (NL 1), ensuring local labour market protection. This law emphasizes the priority given to local employment opportunities before considering foreign labour. Enforcement of these laws involves multiple agencies, including the Immigration and Naturalisation Service (IND), municipalities, the Labour Inspectorate, and the Tax Administration. The IND's role is dual as both gatekeeper and service provider, with research showing *"awareness of its role not just as a gatekeeper, but also as a service provider to labour migrants"* (NL 7). This dual role highlights the IND's comprehensive responsibilities in managing labour migration.

The enforcement framework includes penalties for non-compliance, such as those introduced by the new integration act for immigrants who fail the integration test and mandated pre-arrival exams. *"Employers must prove that the position they are trying to fill with foreign labour has been advertised in the open market and that no suitable local or EU candidates were available"* (NL 1). This ensures that foreign labour is considered only when local candidates are not available, underscoring the protective measures for the domestic workforce.

The European Union plays a significant role in shaping labour migration policy in the Netherlands. EU directives provide a framework for member states to regulate the entry and residence of third-country nationals. *"The Single Permit Directive 2011/98/EU, which combines work and residence permits, aims to streamline procedures and ensure equal treatment for non-EU workers"* (NL 7). Additionally, the Seasonal Workers Directive 2014/36/EU sets standards for temporary migration into seasonal jobs, while the European Blue Card Directive 2009/50/EU caters to highly qualified and highly remunerated labour migrants (NL 7). These directives highlight the EU's approach to regulating migration based on skills and economic needs.

4.2. Labor Migration Policy in Japan

Labor migration in Japan is characterized by a structured and controlled approach, primarily driven by the need to address labour shortages and demographic challenges. The process begins with the establishment of specific visa categories, such as the *"Specified Skilled Worker"* visas, which are designed to attract *"work-ready foreign nationals who have a certain degree of expertise and skills in the industrial fields where labour shortages need to be supplemented by foreign nationals"* (JP 6). These visas are divided into two types: Specified Skilled Worker (i) and Specified Skilled Worker (ii), each catering to different levels of skills and expertise. The Specified Skilled Worker (i) visa allows foreign nationals to engage in jobs requiring a considerable degree of knowledge or experience for up to five years, while the Specified Skilled Worker (ii) visa is for those with proficient skills, allowing them to stay indefinitely and bring their families (JP 3). The application process for these visas involves several steps. For both visa types, applicants must first secure a job offer from a Japanese employer. This employer acts as the sponsor and is responsible for submitting necessary documents to the Immigration Services Agency of Japan.

Prospective migrants must prove their skills and Japanese language proficiency through examinations or equivalent evaluations, particularly for the Specified Skilled Worker (i) visa. The Immigration Control and Refugee Recognition Act governs these procedures, emphasizing control over labour flow and security concerns. Employers are required to provide appropriate employment contracts, ensure non-discriminatory treatment, and pay remuneration equivalent to that received by Japanese nationals for the same work (JP 2). Furthermore, accepting organizations must support the health and living conditions of foreign workers, ensuring they integrate smoothly into Japanese society.

There are distinctions between the requirements for Specified Skilled Worker (i) and Specified Skilled Worker (ii) visas. For the Specified Skilled Worker (i) visa, the period of stay is designated by the Minister of Justice and can be renewed up to five years. Skill standards and Japanese language proficiency must be confirmed by exams unless the applicant has completed Technical Intern Training (ii). Family accompaniment is generally not permitted, but holders are eligible for support from Accepting Organizations or Registered Support Organizations (JP 3). In contrast, the Specified Skilled Worker (ii) visa allows for unlimited renewals of stay and does not require confirmation of Japanese language proficiency. Visa holders can bring their families if specific requirements are met, but they are not eligible for support from Accepting Organizations or Registered Support Organizations (JP 3).

4.2.1. Policy Objectives of Labor Migration Policy in Japan

Japan's labour migration policy is a multifaceted strategy designed to balance urgent economic needs with long-term societal integration, reflecting the country's evolving demographic landscape. Japan's aging population and declining birth rates have necessitated an influx of foreign workers to fill critical gaps in the workforce. This urgent need is highlighted by the government's introduction of the Specified Skilled Worker visas in 2019, aimed at bringing in foreign nationals to sectors facing severe labour shortages. *"Japan's demographic struggles are forcing companies and communities to open up at an unprecedented rate"* (JP 9). The term "unprecedented rate" underscores the scale of the labour shortage crisis. Furthermore, Prime Minister Kishida Fumio noted that Japan was on the *"brink of social dysfunction"* due to the country's rapidly declining birth rate, population, and labour force (JP 15). This statement emphasizes the critical need for foreign labour to sustain Japan's social and economic structures. Additionally, projections indicate that *"by 2040, there will be an anticipated labour shortage of 11 million workers. To offset this gap, Japan would need 647,000 working-age immigrants per year – an incredibly high number"* (JP 15). The phrase "incredibly high number" highlights the magnitude of the labour shortage and the essential role of foreign workers in addressing this gap.

Economic recovery is another major objective, with policies designed to attract highly skilled workers to support economic revitalization. The Basic Plan for Immigration Control recognizes the need to welcome foreign nationals who are vital to Japanese society, particularly in professional and technical fields. *"Despite the focus on 'Japaneseness,' the Japanese government began to reform the Immigration Control and Refugee Recognition Act in 1989 in response to the increasing number of migrant inflows during this period. The reformed policies encouraged immigration of highly-skilled workers in the professional and technical fields as well as foreign nationals and tourists. The goal was to promote migration that could benefit the Japanese economy"* (JP 2). The phrases "reformed policies" and "promote migration" indicate a strategic shift to include foreign talent for economic benefits. António Vitorino, Director General of the International Organization for Migration (IOM), also emphasized the importance of skilled migration for economic recovery, stating, *"Attracting and securing competent foreign workers would become a policy issue for developed countries which are striving for a swift social and economic recovery after the pandemic"* (JP 1). The terms "competent foreign workers" and "swift social and economic recovery" underline the critical role migration plays in economic efforts.

Navigating historical and cultural contexts is another significant objective. Japan's ingrained idea of homogeneity and historical reluctance to embrace immigration have influenced policy decisions. The policy acknowledges that *"Japan's postwar identity as an ethnically and culturally homogenous nation has long shaped its approach to immigration"* (JP 15). The term "ethnically and culturally homogenous nation" explains the cautious approach towards immigration. Despite this, there have been periods of significant foreign interaction and integration, such as the acceptance of Zainichi Koreans, which shaped current integration policies and societal attitudes towards migrants. The historical context highlights the complexity of changing Japan's traditional views on immigration.

The political context in Japan also heavily influences migration policies. The ruling Liberal Democratic Party (LDP) has shown a preference for incremental changes over major reforms, often due to political pressures and societal attitudes. The policy notes, *"The Kishida administration has opted for incrementalism on immigration. While Kishida has mentioned the need to 'consider a society featuring co-existence with foreigners,' he has generally avoided the topic in major policy speeches"* (JP 11). The word "incrementalism" reflects the cautious political approach. This incrementalism is crucial for maintaining political stability while gradually addressing the needs for increased immigration.

National identity, deeply rooted in concepts of homogeneity and cultural continuity, significantly influences Japan's migration policies. The reluctance to fully integrate immigrants reflects broader national and international identity issues. The policy states, *"Japan's policies towards migrants have traditionally centered more on monitoring and controlling the flow of foreign persons rather than integrating them into Japanese society"* (JP 2). The focus on "monitoring and controlling" rather than "integrating" illustrates Japan's historical and cultural emphasis on homogeneity. The collective identity as a mono-linguistic and culturally homogenous society poses challenges for immigration policy. To foster acceptance within the Japanese psyche and attract migrants, it is essential to address the country's pervasive collective identity as a *"mono-linguistic and culturally homogenous society"* (JP 15). The words "mono-linguistic and culturally homogenous society" emphasize the need for societal change to support immigration. Some still view foreigners more as economic units rather than as integral members of society, as highlighted by Shuichi Ono, vice president of the Oizumi-machi Tourism Association, who remarked, *"Some people still think of foreigners more as units of labour to fill gaps rather than as human beings"* (JP 9). The phrase "units of labour" underscores the utilitarian perspective that needs to shift for better social integration.

4.2.2. Legal and Regulatory Framework and Institutional Operation of Labor Migration in Japan

The legal and regulatory framework for labour migration in Japan is governed by the Immigration Control and Refugee Recognition Act, which outlines procedures and criteria for the entry, stay, and employment of foreign nationals. The framework emphasizes control over labor flow and security concerns. For instance, the Act prohibits employers from discriminating against foreign nationals without a Certificate of Authorized Employment, ensuring fair treatment and legal recognition. The policy states, *"The Immigration Control Act prohibits employers from discriminating against foreign nationals who do not have a Certificate of Authorized Employment"* (JP 2). The phrase "prohibits employers from discriminating" indicates the policy's commitment to fair treatment and equality.

In response to labour shortages, Japan introduced the Specified Skilled Worker statuses to attract skilled labour. These statuses have stringent standards for employment contracts and the responsibilities of accepting organizations to support foreign workers' health and living conditions. The policy mentions, *"The statuses of residence of 'Specified Skilled Worker (i)' and 'Specified Skilled Worker (ii)' were established to accept work-ready foreign nationals who have a certain degree of expertise and skills"* (JP 3). The term "accept work-ready foreign nationals" highlights the strategic approach to workforce management.

Additionally, international agreements influence Japan's policies, with the country acceding to key conventions that extend social welfare benefits to foreign residents while facing pressure to further improve the treatment of migrants. It is noted, *"Japan will need to respond to calls to live up to its responsibility as a democratic country following the rules-based international order to improve the treatment of migrants"* (JP 15). The phrase "improve the treatment of migrants" underscores the ongoing need for Japan to align its policies with global standards. These measures highlight Japan's efforts to balance the need for foreign labor with maintaining strict oversight and ensuring national security.

4.3. Labour Migrant Integration in the Netherlands

Labour migrant integration in the Netherlands involves achieving economic integration, social inclusion, legal support, and cultural adaptation. The Netherlands has implemented various policies and initiatives to address these dimensions of integration. Below, I will examine how these policies incorporate each dimension, supported by relevant quotes from the documents.

4.3.1. Economic Integration:

Economic integration is crucial for labour migrants. The Dutch labour migration policy emphasizes supporting these workers in achieving stable and sustainable employment that matches their skills. *"The country's new Civic Integration Act came into force on 1 January 2022. Now, municipalities are responsible for the integration of newcomers: both TCNs and beneficiaries of international protection who need to follow the civic integration pathways"* (NL 6). This act underscores the significance of integrating "language learning with work experience," essential for labour migrants to fully utilize their skills in the Dutch labour market. Dual programs that combine language lessons with internships or work placements are also a key part of the integration strategy. *"Intensive and personal counselling or coaching, taking into account the capacities and aspirations of the newcomer, also improves their chances of finding work. A customised approach is therefore called for. Dual programmes (combining language lessons with internships/ work) also increase the chance of finding employment"* (NL 12:2). Here, the phrases "personal counselling" and "customised approach" highlight the tailored support provided to enhance employment opportunities. These plans are designed to ensure that migrants receive the specific support they need to succeed in the labour market, including personalized coaching and job placement services.

4.3.2. Cultural Adaptation:

Cultural adaptation is a vital aspect of labour migrant integration in the Netherlands. The policies aim to help labour migrants overcome language barriers and cultural differences to better integrate into the Dutch workplace and society. *"A key barrier to integration that is often mentioned in the Netherlands is the perception by employers that it is difficult to work with migrants due to 'cultural differences' or lack of 'soft skills' specific to Dutch work culture"* (NL 7). This indicates that cultural training and support programs are essential to help migrants understand and adapt to the local work culture, which includes values like independence, initiative, and responsibility. The Dutch integration policy acknowledges these challenges and aims to bridge the gap through targeted programs. Research indicates that a lack of relevant social networks and stereotyping by employers are significant hurdles (NL 7). *"Employers acknowledge the importance of soft skills for good functioning within and outside an organization, particularly in contacts with clients. According to employers, there is scope to improve the soft skills of migrants"* (NL 7). This highlights the need for training programs that focus on enhancing interpersonal skills such as cooperation, communication, and adaptability.

4.3.3. Civic Integration:

Civic integration is a key element in the Netherlands' approach to integrating labour migrants, supported by a robust legal framework. The Civic Integration Act, effective from 2022, places municipalities in charge of integrating newcomers, including labour migrants, enabling tailored local support. The Act emphasizes activities that help migrants understand and participate in Dutch society. According to the text, "The new Civic Integration Act, which is expected to come into force in July 2021, will focus more on dual programmes and a higher language standard, and will put control back in the hands of local authorities" (NL 13). The terms "higher language standard" and "control back in the hands of local authorities" suggest a comprehensive and localized approach to integration.

The Dutch Equal Treatment Commission, established in 1994, works to ensure compliance with equal treatment laws. As stated, "The Dutch Equal Treatment Commission is an independent organization that was established in 1994 to promote and monitor compliance with the laws on equal treatment" (NL 1). These measures aim to ensure that migrants are not only economically and socially integrated but also fully aware of their rights and responsibilities within Dutch society.

4.4. Labour Migrant Integration in Japan

Labour migrant integration in Japan encompasses several dimensions, including economic self-sufficiency, social inclusion, legal support, and cultural adaptation. This multifaceted process involves efforts from various stakeholders, including government agencies, local communities, and non-governmental organizations.

4.4.1. Economic Integration:

Japan's economic integration aspect of the policies for labour migrants are multifaceted, aiming for equitable treatment and inclusive social rights, but they face significant implementation challenges. For instance, "*remuneration is at least equal to the amount that would be paid to a Japanese person engaged in the same work*" (JP 3). This reflects an intent for equity. However, programs like the Technical Intern Training Program (TITP) often place migrants in vulnerable positions, as "*many 'interns' incur debt to access the program and face heavy restrictions in changing employers*" (JP 11). Local governments and NGOs are crucial in providing support, as "*local governments have had to take the lead in promoting immigrant rights and social integration*" (JP 2), but accessibility and communication issues persist, with "*insufficient guidance to consultation desks and language problems*" being significant barriers (JP 1). The reliance on "side doors" for low-skilled labour shows a fragmented approach, with

"Japan lacking a holistic system for immigration and opting for piecemeal migration policies" (JP 15). However, aligning with the SDGs, Japan is working towards a more sustainable and inclusive strategy, aiming to *"collaborate with companies and organizations to improve working and living conditions"* for migrants (JP 10). We see here that while Japan's policies are well-intentioned, effective implementation and comprehensive reform are necessary for successful economic integration of labour migrants.

4.4.2. Cultural Adaptation:

Japan's labour migrant integration policy emphasizes cultural understanding and social cohesion. The policy includes initiatives to help foreign residents learn about the Japanese way of life, including culture and social norms. For instance, the state minister for Foreign Affairs highlighted the importance of "life support, orientation, and consultation services for foreign residents in a community," which help migrants learn about Japanese culture and live securely (JP 1). Additionally, the policy encourages participation in cultural activities and intercultural dialogue. Yokohama City's intercultural policy aims to *"improve access to administrative services, education, and medical treatments"* and promotes urban planning that fosters diversity and inclusiveness, striving for a city that reflects the broader national vision of a society where *"all people can live safely and comfortably, where all people from various backgrounds can participate and demonstrate their abilities to their fullest"* (JP 7). This approach includes practical measures such as using the capacities of citizens to build the foundations of intercultural cohesion. Moreover, national policy initiatives focus on establishing a society of harmonious coexistence, which inherently includes cultural understanding and mutual respect (JP 3).

4.4.3. Civic Integration:

Civic integration is a key element in Japan's strategy, with a strong emphasis on language education and information dissemination. As outlined in a policy document, the government prioritizes *"initiatives such as Japanese language education for smooth communication and participation in society"* (JP 3). This initiative underscores Japan's commitment to equipping migrants with the necessary language skills to navigate their new environment and engage in civic activities effectively. Initiatives such as creating daily life orientation videos and training personnel to support foreign nationals have also been done by the government (JP 9). Moreover, social support services have been bolstered through the establishment of one-stop consulting counters by local governments since 2019. These counters are designed to provide foreign residents with quick access to life information and consultation services in multiple languages

(JP 9). This approach underscores the commitment to creating an inclusive support system that addresses the everyday needs of foreign residents.

Furthermore, Japan acknowledges the importance of preparing migrants before they arrive in the country. The International Organization for Migration (IOM) emphasizes that the integration process should start before migrants arrive, aiming to reduce potential frustrations and feelings of alienation. As noted, "*the integration process must begin before newcomers arrive, when they are planning their move*" (JP 1). This proactive approach is crucial for helping migrants adapt to the sociocultural environment they will encounter, facilitating smoother integration. However, it is important to note that all these measures are not applicable to all types of work visas.

5. Discussion and Conclusion

In this chapter, we delve into a detailed discussion and analysis of the research findings to explicitly answer the sub questions that guided this study. The aim is to provide a comprehensive understanding of the migration policies in the Netherlands and Japan, focusing on how these policies facilitate the integration of labour migrants. By exploring the key features, integration management, and the underlying factors driving these policies, this chapter seeks to elucidate the contrasting approaches of the two countries. This discussion is followed by a conclusion that synthesizes the findings and addresses the central research question. Finally, we discuss the limitations of this research, acknowledging the constraints and areas for future study.

5.1. Discussion

i. What are the main features of the migration policy in the Netherlands?

The main features of the migration policy in the Netherlands are designed to attract highly skilled migrants to enhance the country's knowledge economy and maintain economic competitiveness. The Highly Skilled Migrants Scheme allows recognized employers to facilitate the migration process for highly skilled workers by setting specific salary thresholds to ensure substantial economic contributions. This policy not only attracts highly skilled workers but also allows them to bring their immediate family members, with partners permitted to work, thereby making migration to the Netherlands more appealing. Additionally, the Civic Integration Act, which came into force on January 1, 2022, mandates municipalities to take responsibility for integrating newcomers, emphasizing language acquisition and work experience to ensure comprehensive integration across economic, social, legal, cultural, and civic dimensions. Migrants are required to pass language and

culture exams to obtain permanent residency, ensuring their preparedness for integration into Dutch society.

ii. How is the integration of migrants managed in the Netherlands?

The integration of migrants in the Netherlands is managed through a multi-faceted approach addressing economic, social, legal, cultural, and civic dimensions. Economic integration is facilitated through the Civic Integration Act, which integrates language learning with work experience to enhance migrants' employability. Dual programs that combine language lessons with internships or work placements are emphasized, helping migrants gain practical experience while improving their language skills. Social inclusion is promoted through policies that encourage mutual acceptance and participation in society, shifting from minority policies to more inclusive strategies. Legal support frameworks, such as the Dutch Equal Treatment Commission, work to protect migrants' rights, though practical challenges in enforcement remain. Cultural adaptation is supported by targeted programs that help migrants overcome language barriers and cultural differences, with an emphasis on soft skills and understanding Dutch work culture. Civic integration is achieved through the Civic Integration Act, which requires migrants to engage in activities that help them understand and participate in Dutch society, with higher language standards and localized support ensuring comprehensive integration.

iii. What factors explain the development of migration policies in the Netherlands?

The development of migration policies in the Netherlands is influenced by several critical factors, including economic needs, historical context, political climate, and societal values.

Economic factors are a primary driver. The Netherlands aims to enhance its knowledge economy and maintain economic competitiveness by attracting highly skilled migrants. Policies such as the Highly Skilled Migrants Scheme are tailored to facilitate this, ensuring that the country can access the talent necessary for economic growth and innovation. The economic imperative to fill labor market gaps, particularly in high-demand sectors, underscores the focus on attracting skilled labor.

Historically, the Netherlands has a rich history of immigration, which significantly shapes its contemporary migration policies. Since the 1970s, the country has seen substantial immigration from former colonies, such as Indonesia, Suriname, and the Antilles, as well as through family reunification policies. This historical backdrop has

fostered an inclusive approach to migration, reflecting the need to integrate diverse populations that have long been part of the Dutch societal fabric.

The political climate in the Netherlands also plays a significant role in shaping migration policies. Events such as the assassinations of Pim Fortuyn and Theo van Gogh have had profound impacts, leading to shifts in public opinion and policy direction. These incidents highlighted the tensions within Dutch society regarding multiculturalism and immigration, prompting more stringent immigration controls at various times. The political discourse around immigration is influenced by these historical events, contributing to the development of policies that balance security concerns with the need for integration.

Societal values rooted in multiculturalism and social inclusion also drive the development of comprehensive integration policies that emphasize mutual acceptance and non-discrimination.

iv. What are the main features of the migration policy in Japan?

Japan's migration policy is characterized by a structured and controlled approach aimed at addressing labor shortages and demographic challenges. The introduction of Specified Skilled Worker visas in 2019 is a key feature designed to attract foreign nationals with specific skills needed in sectors facing severe labor shortages. There are two types of visas: Specified Skilled Worker (i) for those with a certain degree of expertise, allowing a stay of up to five years without family accompaniment; and Specified Skilled Worker (ii) for those with proficient skills, allowing indefinite stay and family accompaniment. The Immigration Control and Refugee Recognition Act governs the procedures and criteria for the entry, stay, and employment of foreign nationals, emphasizing control over labor flow and security concerns. Employers are required to provide fair remuneration and non-discriminatory treatment and support the health and living conditions of foreign workers. Local governments and NGOs play a crucial role in providing support to foreign residents, ensuring they receive necessary guidance and assistance in adapting to life in Japan.

v. How is the integration of migrants managed in Japan?

The integration of migrants in Japan has traditionally been focused more on filling temporary labor shortages rather than long-term integration. This approach is reflected in policies like the Technical Intern Training Program (TITP), which aims to address immediate labor needs without providing comprehensive integration support. However, recognizing the need for a more sustainable approach to demographic challenges, Japan has gradually made efforts to improve the integration of migrants.

One significant effort is the introduction of the Specified Skilled Worker (i) and (ii) visas, which allow for longer stays and, in the case of Specified Skilled Worker (ii), the possibility of family accompaniment. These visas represent a shift towards accommodating more long-term and skilled foreign workers. Furthermore, Japan has implemented language education initiatives to support migrant workers. For instance, daily life orientation videos and personnel training programs aim to improve Japanese language proficiency, which is critical for effective integration.

Social support services have also been enhanced through the establishment of one-stop consulting counters by local governments. These counters provide foreign residents with quick access to information and consultation services in multiple languages, addressing various aspects of daily life and legal matters. Community engagement policies, especially in cities like Yokohama, promote intercultural understanding and inclusiveness, encouraging both Japanese citizens and migrants to participate in local activities and foster mutual respect.

vi. What factors explain the development of migration policies in Japan?

The development of migration policies in Japan is influenced by demographic pressures, economic needs, cultural values, and historical identity. Japan faces significant demographic challenges, including an aging population and declining birth rates, which necessitate the introduction of foreign labor to support both skilled and unskilled sectors. These sectors include agriculture, construction, and caregiving, highlighting the broad spectrum of labor needs.

A crucial factor shaping Japan's migration policies is its historical identity as a homogenous society. This concept of homogeneity has deeply influenced Japan's cautious approach to immigration. Historically, Japan has maintained a strong cultural emphasis on preserving social cohesion and traditional values, leading to a reluctance to accept large numbers of foreigners. As a result, Japan's policies have been designed to fill labor shortages temporarily without encouraging long-term settlement or integration.

This preference for temporary solutions is evident in programs like the Technical Intern Training Program (TITP), which allow foreign workers to stay for limited periods, primarily to address immediate labor needs. Despite this, Japan has begun to make efforts to integrate foreign workers more effectively. This shift is evidenced by initiatives such as the introduction of the Specified Skilled Worker visas, which cater to both skilled and unskilled workers and allow for longer stays and family accompaniment in some cases. Additionally, Japan has implemented language education programs and social support services to help

foreign workers adapt to Japanese society. However, the overall approach remains cautious, reflecting a balance between economic necessities and the desire to maintain cultural and social cohesion.

5.2. Conclusion

The central question of this research is: *"How do the migration policies of the Netherlands and Japan aim to facilitate the integration of labour migrants and what factors contribute to the divergence of these approaches?"*

The migration policies of the Netherlands and Japan aim to facilitate the integration of labor migrants through distinct approaches shaped by their unique historical, cultural, political, and economic contexts. These divergent strategies reflect the different challenges and priorities each country faces in managing migration and integration.

In the Netherlands, the approach to integration is inclusive and comprehensive, addressing economic, social, legal, cultural, and civic dimensions. The country has a long history of immigration, especially from its former colonies, which has fostered a multicultural society. This historical context has influenced the development of policies that emphasize mutual acceptance and participation. The Civic Integration Act exemplifies this approach by mandating language acquisition, cultural understanding, and work experience, ensuring that migrants are well-prepared to integrate into Dutch society. Economic imperatives also play a significant role, with policies like the Highly Skilled Migrants Scheme designed to attract talent and maintain the country's competitive edge in the global economy.

Conversely, Japan's migration policies are more structured and controlled, focusing primarily on addressing labor shortages and demographic challenges. The country's historical identity as a homogeneous nation and its cultural emphasis on social cohesion and traditional values have led to a cautious approach to immigration. Policies such as the Technical Intern Training Program (TITP) and the Specified Skilled Worker visas are designed to fill immediate labor needs without encouraging long-term settlement or integration. Although Japan has started to make efforts towards better integration, such as through language education and social support services, these initiatives remain limited compared to the Netherlands' comprehensive strategies.

The divergence in these approaches is primarily due to differences in historical experiences, cultural values, economic needs, and political contexts. The Netherlands' policies are shaped by its long-standing multiculturalism and economic strategy to attract skilled labor, which requires robust integration mechanisms. On the other hand, Japan's

policies are influenced by its historical reluctance to accept large numbers of foreigners and the need to balance economic demands with maintaining social cohesion.

Integrating these findings with the theoretical framework presented earlier, we see that the Netherlands' approach aligns with theories emphasizing comprehensive integration measures across multiple dimensions of societal participation (Ager & Strang, 2008). The focus on economic, social, and cultural integration supports the theoretical model that inclusive policies foster better overall integration outcomes. Conversely, Japan's policies, which are more restrictive and temporary, reflect a model of integration that prioritizes economic utility over long-term societal inclusion, as noted by scholars who critique such approaches for their limited integration outcomes (Castles, de Haas, & Miller, 2014).

5.3. Limitations

Despite the contributions of this research, it also has limitations that must be acknowledged. One significant advantage of document analysis is that it allows researchers to study policies and institutional contexts without the potential biases introduced by researcher interaction, making it particularly useful for understanding policy contexts. However, some scholars argue that document analysis may not capture the full depth of understanding that can be gained from direct interaction with subjects, as it does not allow for probing or clarifying questions (Scott, 1990). While this method offers a robust and systematic approach to examining a wide range of documents, it may benefit from being complemented with other research methods that provide more detailed insights into the practical implementation of policies.

Another limitation is that while it is theoretically posited that inclusive policies like those in the Netherlands could lead to better integration outcomes, it is important to note that this research did not directly compare the effectiveness of the integration outcomes between the Netherlands and Japan. Therefore, the theoretical alignment suggests potential advantages but does not conclusively establish superior outcomes in practice. Future research could provide empirical data to evaluate the effectiveness of these different approaches in achieving integration goals. Future research could involve qualitative studies interviewing immigrants or quantitative studies comparing labor participation and socio-economic positions of migrants in different countries. For example, researchers could examine differences in labor participation rates or the socio-economic status of migrants in the Netherlands and Japan, and how language proficiency impacts these outcomes. This could provide a more nuanced understanding of how effective these policies are in practice and identify areas for improvement.

6. Recommendations

Based on the findings from this research, several recommendations can be made for both practice and further research:

1. The Ministry of Social Affairs and Employment in the Netherlands should establish a comprehensive public-private partnership model for integration, drawing inspiration from Japan's collaborative efforts between government and the private sector. This model would involve creating formal partnerships between the government, private sector companies, and non-governmental organizations (NGOs) to jointly develop and implement integration programs. Key initiatives could include co-funded language training, cultural orientation programs, and employment placement services specifically designed for migrants. Establishing a public-private partnership model for integration will leverage the strengths and resources of both the public and private sectors to enhance support for migrants. By involving businesses directly in the integration process, the Netherlands can ensure that training and support programs are closely aligned with labor market needs, improving employment outcomes for migrants. Additionally, this collaborative approach will foster a sense of shared responsibility for migrant integration, encouraging businesses to invest in the long-term success of their migrant employees. Public-private partnerships will also facilitate innovation in service delivery, as different sectors bring unique perspectives and solutions to the table. This model will ensure that migrants receive comprehensive, coordinated support that addresses their diverse needs, ultimately leading to better integration outcomes and a more cohesive society.
2. The Ministry of Justice in Japan should implement compulsory integration programs for all types of labor migrants, not just for those who fall under specific categories. The Ministry should develop a standardized integration curriculum that includes language training, cultural orientation, and employment support. Municipalities should be tasked with monitoring the progress of migrants through these programs, providing guidance and support as needed. Additionally, the Ministry should collaborate with employers to ensure that they support their migrant employees' integration by allowing time for participation in these programs and providing necessary resources. Implementing compulsory integration programs for all labor migrants will ensure that every migrant receives the necessary support to integrate successfully into Japanese society. By making these programs mandatory, Japan can address the diverse needs of its migrant population more effectively, leading to better integration outcomes. This approach

draws from the Netherlands' comprehensive integration efforts and ensures that all migrants, regardless of their employment status, receive consistent and comprehensive support.

3. Policymakers from the Ministry of Social Affairs and Employment in the Netherlands, as well as the policymakers from the Ministry of Health, Labour, and Welfare in Japan, should establish a systematic review and feedback mechanism to evaluate the effectiveness of migration and integration policies. This mechanism should involve regular data collection on various indicators of integration, such as employment rates, language proficiency, social participation, and overall well-being of migrants. Both ministries should set up independent evaluation committees comprising experts in migration studies, sociology, and public policy to analyze the data and provide recommendations for policy adjustments. Regular and systematic evaluation is essential to ensure that migration and integration policies are meeting their objectives and adapting to changing circumstances. By collecting and analyzing data on integration outcomes, both ministries can identify strengths and weaknesses in current policies and make evidence-based adjustments to improve their effectiveness. This iterative process will lead to more responsive and effective integration strategies, ultimately benefiting both migrants and the broader society.

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Appendix 1: Comparison of labour migration policy between the Netherlands and Japan

Table 1. Comparison of labour migration policy between the Netherlands and Japan

Aspect	The Netherlands	Japan
Policy Focus	Attracting highly skilled migrants to boost the knowledge economy	Addressing labour shortages and demographic challenges
Visa Categories	Highly Skilled Migrants Scheme (kennismigrantenregeling)	Specified Skilled Worker (i) and Specified Skilled Worker (ii) visas
Salary Requirements	Minimum salary thresholds (e.g., at least €45,000 per year)	Remuneration equivalent to Japanese nationals for the same work
Family Accompaniment	Family members can join, and partners are allowed to work	Specified Skilled Worker (i): Generally not permitted; Specified Skilled Worker (ii): Family accompaniment allowed
Integration Measures	Comprehensive integration measures including language and culture exams for permanent residency, and dual programs combining language lessons with internships	Labor-focused integration measures such as language education and social support services, with certain measures only available for specific work visa types
Legal Framework	Foreign Nationals Employment Act, Civic Integration Act, EU directives (e.g., Single Permit Directive)	Immigration Control and Refugee Recognition Act, Nationality Law, Office for the Coordination of Policies on Foreign Residents
Economic Integration	Customized support services, dual programs combining	Fair remuneration, local government and NGO support, addressing

	language and work experience	vulnerabilities in programs like TITP
Social Inclusion	Focus on social networks, mutual acceptance, and participation	Language education, community engagement, intercultural dialogue
Cultural Adaptation	Training programs for soft skills and understanding Dutch work culture	Language classes, cultural understanding, participation in cultural activities
Civic Integration	Civic Integration Act, responsibility of municipalities for newcomer integration	Limited civic integration measures, primarily focused on language education, information dissemination, and basic support services, with varying degrees of implementation depending on local governments
Historical Factors	Long history of immigration from former colonies, family reunification policies since the 1970s	Post-war identity as a homogenous nation, cautious approach to immigration
Economic Factors	Need to enhance the knowledge economy, attract talent to maintain economic competitiveness	Urgent need to address labour shortages, aging population, declining birth rates
Political Factors	Influence of political events (e.g., assassinations of Pim Fortuyn and Theo van Gogh) on public opinion and policy direction	Preference for incremental changes over major reforms, political pressures, and societal attitudes
Cultural Factors	Emphasis on mutual acceptance and non-discrimination, with a	Japan's ingrained idea of homogeneity and historical reluctance to embrace

	tradition of integrating diverse populations	immigration have influenced policy decisions.
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Appendix 2: List of documents

Table 2. List of documents for the Netherlands

Document Number	Title of the document	Auteur/Organization	Type of document	Number of pages
NL 1	Compendium of Migrant Integration Policies and Practices	International Organization for Migration (IOM)	Compendium	14
NL 2	Promising policies for integration on the labour market	J. Dagevos, E. Jongen, & S. Muns, CPB Netherlands Bureau for Economic Policy Analysis, SCP Netherlands Institute for Social Research	Policy Research Report	24
NL 3	Kennismigranten bezorgd over hun positie in Nederland: 'Er is een verharding gaande'	R. Shah & X. van Uffelen, de Volkskrant	Newspaper Article	14
NL 4	Monitor kennismigranten: Periodieke weergave van de ontwikkeling van het aantal kennismigranten, de uitvoering en de regelgeving	Ministerie van Justitie, Immigratie- en Naturalisatiedienst, Stafdirectie Uitvoeringsbeleid, IND Informatie- en Analysecentrum (INDIAC)	Government Report	37
NL 5	Aantrekkelijkheid van Nederland voor kennismigranten: Een onderzoek naar hoe aantrekkelijk kennismigranten Nederland vinden als potentieel vestigings- en carrière land	C. Buers, J. Klaver, & B. Witkamp, Wetenschappelijk Onderzoek- en Documentatiecentrum (WODC)	Policy Research Report	78
NL 6	Governance of migrant integration in the Netherlands	European Website on Integration	Webpage	3
NL 7	Labour migration and labour market integration of migrants in the Netherlands: Barriers and opportunities	T. De Lange, N. Oomes, N. Gons, & V. Spanikova, SEO Amsterdam Economics	Policy Research Report	62
Total				232

Table 3. List of documents for Japan

Document Number	Title of the document	Auteur/Organization	Type of document	Number of pages
JP 1	FY2022 INTERNATIONAL FORUM ON ACCEPTANCE OF FOREIGN NATIONALS AND THEIR INTEGRATION INTO JAPAN	Immigration Services Agency of Japan	Forum Report	71
JP 2	Compendium of Migrant Integration Policies and Practices	International Organization for Migration (IOM)	Compendium	11
JP 3	Initiatives to accept foreign nationals and for the realization of society of harmonious coexistence	Immigration Services Agency of Japan	Government Report	74
JP 5	Japan: An assessment of the international labour migration situation: The case of female labour migrants	International Labour Office, Gender Promotion Programme	Assessment Report	30
JP 6	Voluntary GCM review by Japan	Immigration Services Agency of Japan	Government Report	6
JP 8	Launch of the Japan Platform for Migrant Workers toward Responsible and Inclusive Society	Japan International Cooperation Agency (JICA) & Global Alliance for Sustainable Supply Chain	Press Release	1
JP 9	Record 2 million foreign workers are changing the face of Japan	E. Yokoyama, The Japan Times	Newspaper Article	8
JP 10	Japan Platform for Migrant Workers toward Responsible and Inclusive Society	JP-MIRAI	Website	4
JP 11	Why won't Kishida adopt a formal immigration policy?	M. X. Rehm, East Asia Forum	Online Article	1
JP 12	Immigrants in Japan: Unclear policy not helping anyone	Y. Fukuzawa, Japan Forward	Online Article	2

JP 13	Japan's incremental immigration reform: A recipe for failure	N. Higuchi, Nippon.com	Online Article	7
JP 14	Japan's immigration policies put to the test	T. Menju, Nippon.com	Online Article	5
JP 15	Japan needs more labour. Is immigration the answer?	S. Harrison & M. Sakudo, Asia Pacific Foundation of Canada	Online Article	17
Total				237

Appendix 3: Operationalization

Operationalization involves defining how the theoretical concepts of labour migration policy and labour migrant integration will be measured and identified within the selected documents. This process ensures that abstract concepts are translated into specific, observable indicators (Bryman, 2016).

Labour migration policies include any formal guidelines, regulations, measures, and legislative documents issued by government bodies to manage the movement of labour migrants across borders (Brettell & Hollifield, 2023; Castles, de Haas, & Miller, 2014). Concepts for these policies include policy objectives, the legal and regulatory framework, and institutional operation. For instance, the concept of policy objectives is operationalized by identifying specific goals mentioned in policy documents, such as addressing labour market needs or managing population decline. The legal and regulatory framework is operationalized by analysing the types of laws and regulations, such as visa policies and work permits. Institutional operation is assessed by reviewing the roles and responsibilities of institutions involved in migration policy as described in official documents and reports.

Similarly, labour migrant integration is examined through policy measures detailed in official documents. Labour migrant integration is the process through which migrant workers become incorporated into the economic, social, cultural, civic, and legal frameworks of the host society (De Coninck & Solano, 2023). Concepts for labour migrant integration include economic integration, social integration, legal support, cultural integration, and civic integration. For example, economic integration is operationalized by identifying policy measures aimed at facilitating employment opportunities for migrants, such as job placement programs and vocational training. Social integration is assessed by reviewing policies related to community engagement initiatives and access to social services. Cultural integration is examined by identifying policies that promote language acquisition and cultural orientation programs. Legal support is operationalized by reviewing policies that ensure access to legal representation and protection under anti-discrimination laws. Civic integration is assessed by identifying policies that facilitate the adaptation of migrants to the host country, such as naturalization processes and civic education programs.

To apply these operational definitions, each document is examined for references to the identified indicators. For instance, a policy document might be coded for "policy objectives" if it outlines specific goals like regulating migration flows or meeting labor market needs. Similarly, references to legal support measures would be coded under "legal support" if they

address issues such as access to legal representation and protection under anti-discrimination laws. This method of operationalization allows for a systematic and transparent analysis of the documents, ensuring that the abstract concepts are effectively translated into measurable indicators (Flick, 2018). The coding scheme used for this research is given below:

First-order codes (initial codes)

1. Best practices
2. Bureaucracy
3. Civic Integration
4. Criteria of migration policy
5. Cultural Integration/Adaptation
6. Demographic factor
7. Drawbacks of integration programs
8. Economic Context/Factors
9. Economic Integration
10. Economic Self-Sufficiency
11. Ensuring Social Integration
12. Entry and Admission Requirements
13. Family reunification
14. Geographic factor
15. Historical and Cultural Context/Factors
16. Impact of International Agreements and Cooperation
17. Implementation and Enforcement
18. Integration programs and services
19. Labor Market Access and Conditions
20. Labour Migration
21. Law and Legal Factors
22. Legal and Institutional Regulatory Framework
23. Legal Support
24. National identity
25. National welfare state
26. Nationality
27. Policy enforcement
28. Policy Objectives

29. Political and Institutional Factors
30. Political Rights
31. Problems encountered
32. Procedure
33. Public Opinion
34. Residence permit
35. Rights of the Migrant
36. Satisfaction
37. Security
38. Social and Economic Rights
39. Social benefits
40. Social Inclusion
41. Social Integration
42. Stereotyping/Discrimination

Second-order codes (thematic codes)

Characteristics of Migration Policy

1. Policy Criteria

- Criteria of migration policy
- Entry and Admission Requirements
- Procedure

2. Labour Market Integration

- Labor Market Access and Conditions
- Labour Migration

3. Nationality and Legal Status

- Nationality
- Residence permit
- Family reunification

Factors influencing policy objectives

1. Demographic and Geographic Considerations

- Demographic factor
- Geographic factor

2. Economic Factors and Social Integration

- Economic Context/Factors
- Ensuring Social Integration
- National welfare state
- Social Inclusion

3. Historical and Cultural Dimensions

- Historical and Cultural Context/Factors
- National identity

4. International and Political Influences

- Impact of International Agreements and Cooperation
- Political and Institutional Factors
- Public Opinion
- Security

Legal and Regulatory Framework

1. Administrative Structures

- Bureaucracy

2. Policy Implementation and Enforcement

- Policy enforcement
- Implementation and Enforcement

3. Legal Provisions and Support

- Law and Legal Factors
- Legal and Institutional Regulatory Framework
- Legal Support

4. Program Evaluation

- Drawbacks of integration programs

Economic Integration

1. Economic Participation and Self-Sufficiency

- Economic Integration
- Economic Self-Sufficiency

2. Support Programs and Best Practices

- Integration programs and services
- Best practices

3. Rights and Benefits

- Social and Economic Rights

Social Inclusion

1. Community Engagement and Integration

- Social Integration
- Social Inclusion

2. Support Programs and Best Practices

- Integration programs and services
- Best practices

3. Challenges and Discrimination

- Drawbacks of integration programs
- Stereotyping/Discrimination

4. Political Rights and Participation

- Political Rights
- Legal Support

5. Framework and Assistance

- Legal and Institutional Support/Regulatory Framework

Legal Support

1. Support Programs and Best Practices

- Integration programs and services
- Best practices

2. Program Evaluation

- Drawbacks of integration programs

Cultural Adaptation

1. Cultural Integration Initiatives

- Cultural Integration/Adaptation

2. Support Programs and Best Practices

- Integration programs and services
- Best practices

3. Program Evaluation

- Drawbacks of integration programs

Civic Integration

1. Political and Social Participation

- Civic Integration
- Political Rights

2. Support Programs and Best Practices

- Integration programs and services
- Best practices

3. Rights and Benefits

- Rights of the Migrant
- Social and Economic Rights
- Social benefits

4. Program Evaluation

- Drawbacks of integration programs