

〈研究論文〉

# Comparative Studies on Social Integration of Migrant Workers

: Based on Data from the World Values Survey (WVS)

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## Abstract

This study explores Japan's immigrant integration approach in comparison to Germany, the United States, and Singapore, highlighting the contrasts between Japan's temporary labor-focused policies and the comprehensive integration frameworks adopted by the other nations. Using data from the World Values Survey Wave 7 (2017–2022), this study examines public perceptions of immigrants, focusing on their economic and cultural contributions. Findings indicate that Japanese respondents frequently express ambivalence regarding immigrants' societal roles, contrasting with predominantly positive attitudes observed in the United States and Singapore, where immigrants are widely regarded as vital contributors. German public opinion presents a complex mix of acceptance and concern, shaped significantly by the post-refugee crisis discourse. This international analysis underscores the potential for Japan to strengthen its economic resilience and social cohesion through the adoption of more inclusive, long-term immigration policies tailored to its unique societal context.

**Keywords:** Immigration Policy; Social Integration; Cultural Diversity; Migrant Workers; Comparative Study; World Values Survey (WVS)

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## 1. Introduction

### 1.1 Background and Rationale

The global workforce is undergoing significant transformations due to globalization, demographic shifts, and increasing international mobility. Developed countries, particularly Japan, face acute labor shortages driven by aging populations and declining birth rates. These shortages threaten economic growth and social stability. Without substantial policy reforms, Japan's workforce, estimated at 69 million in 2022, is projected to decline to 60 million by 2040.

To address this crisis, Japan has increasingly relied on foreign workers in key sectors such as healthcare, construction, and agriculture. However, these workers often experience social isolation due to limited integration efforts, undermining their contributions to Japanese society.

While initiatives like the Specified Skilled Worker visa aim to alleviate labor shortages, Japan predominantly views foreign workers as temporary economic solutions rather than long-term community members. In contrast, Germany implements comprehensive integration programs, the United States emphasizes cultural inclusion, and Singapore adopts a managed multicultural framework. These models offer valuable insights for Japan to develop more inclusive and sustainable immigration policies.

### 1.2 Research Objective

This study examines the approaches to foreign worker integration in Japan, Singapore, the United States, and Germany, focusing on workplace inte-

gration, social inclusion, and cultural adaptation. By analyzing both successful practices and persistent challenges, the research aims to propose actionable strategies for Japan to enhance its policies. Specifically, it emphasizes the importance of recognizing foreign workers not solely as economic assets but as integral members of society.

### 1.3 Research Questions

This study addresses the following research questions:

- ① How do social integration policies for foreign workers vary among Japan, Singapore, the United States, and Germany?
- ② What social, economic, and cultural factors facilitate or hinder the integration of foreign workers in these countries?
- ③ How can policy frameworks be optimized to balance labor market demands with effective social integration?

### 1.4 Hypotheses

The study proposes four hypotheses:

- ① Local attitudes toward foreign workers significantly influence their societal acceptance and opportunities.
- ② Positive public sentiment correlates with expanded employment prospects for foreign workers.
- ③ Increased immigrant populations may heighten public concerns about social stability, including crime rates.
- ④ Larger immigrant populations enhance recognition and acceptance of cultural diversity.

Through comparative analysis, the study aims to provide actionable insights for Japan to develop policies that promote social cohesion and economic resilience.

## 2. Overview of Immigration Policies in Selected Countries

### 2.1 Purpose of This Section

This section examines immigration policies in Japan, Singapore, the United States, and Germany to identify actionable insights for improving Japan's approach. Each country exemplifies a distinct model:

- ① Japan has historically restricted immigration, particularly for low-skilled workers, reflecting cultural preferences for societal homogeneity.
- ② Singapore adopts a strategic approach, prioritizing the selection of skilled workers to address specific economic needs.
- ③ The United States emphasizes diversity, accommodating both skilled workers and family members, while providing various pathways for long-term integration and success.
- ④ Germany actively promotes immigration and integration through a robust commitment to refugee resettlement and comprehensive social inclusion programs.

By contrasting these approaches, this analysis highlights potential lessons for Japan as it reassesses its immigration policies. The findings from this comparison will also provide a foundation for subsequent discussions on theoretical frameworks and re-

search methods related to social integration.

### 2.2 Detailed Examination of Immigration Policies and Rationale for Country Selection

#### 2.2.1 Overview of Germany's Immigration Policy

Historically, Germany did not identify as a country of immigration, largely due to its traditional concept of national identity rooted in shared ethnicity, culture, language, and heritage<sup>4</sup>. This perspective resulted in policies favoring cultural assimilation over integration, particularly for long-term residents. However, as Germany's economy and society became more diverse in the 2000s, its immigration policies underwent a significant shift toward inclusivity, offering valuable lessons for Japan's policy development<sup>5</sup>.

The 2005 Immigration Act marked a pivotal moment in Germany's approach to integration. According to the Federal Agency for Civic Education (BPP, 2009), this legislation formalized Germany's commitment to integration through mandatory language instruction and civic education. Grounded in the principle of "support and demand," this framework established a reciprocal system: the government provides language courses and ensures equitable access to employment and education, while immigrants are expected to learn German and understand societal norms. This shift signified Germany's transition from viewing immigration as temporary to embracing it as a long-term societal feature<sup>6</sup>.

Building on this foundation, the 2007 National Integration Plan (NIP) coordinated integration initiatives across federal, state, and local governments. Central to this plan are "civic integration courses,"

which combine language training with education on civic duties and democratic values. These courses aim to equip immigrants with the skills and knowledge needed to fully participate in German society and contribute to both the workforce and their local communities.

The NIP's "support and demand" model exemplifies a balanced integration strategy by fostering mutual commitments between immigrants and the host society. Immigrants are required to acquire language proficiency and understand societal values, while receiving fair opportunities in education and employment. This two-way approach creates a foundation for effective integration, encouraging social cohesion and economic participation <sup>7</sup>.

Despite these advancements, challenges persist, particularly in the areas of education and employment, where disparities hinder younger immigrants' full integration. Addressing these inequalities remains critical to achieving comprehensive social and economic inclusion.

Germany's structured integration approach contrasts with models like the United States' multicultural framework, which emphasizes diversity and will be explored in the next section.

### **2.2.2 Overview of the United States' Immigration Policy**

The United States, often referred to as a "nation of immigrants," has cultivated a distinctive approach to integrating cultural diversity. Its policies promote integration through education, pathways to citizenship, and civic engagement, with a particular emphasis on supporting immigrant children. By ensuring access to quality education and public ser-

vices, the U.S. enables immigrant children to become active contributors to society. This multicultural model contrasts sharply with Japan's more cautious approach, showcasing how diversity can be effectively nurtured.

According to research from Queen's University's Multiculturalism Policy Index, while the U.S. lacks explicit federal multicultural policies, it compensates with robust legal protections and social support systems for immigrants. A prominent example is the Community Relations Service (CRS), established under the 1964 Civil Rights Act, which mediates racial and cultural conflicts to ease tensions between immigrants and local communities. The long-standing emphasis on multiculturalism is evident in initiatives such as New York City's "Intercultural Education Charter," introduced in 1944, which set a precedent for similar programs across the country <sup>8</sup>.

One notable feature of U.S. policy is its support for bilingual education, especially for Spanish-speaking communities. This approach helps immigrants preserve their cultural identities while developing essential English language skills, facilitating smoother integration into broader society.

As Bloemraad (2006) <sup>9</sup> observes, the U.S. adopts a "hands-off" approach to integration, relying heavily on local communities and nonprofit organizations rather than centralized government intervention. This decentralized system allows immigrants significant freedom to integrate at their own pace while maintaining their cultural heritage. The path to citizenship is relatively accessible, and immigrants enjoy considerable flexibility in choosing their place of residence and work.

In addition, affirmative action policies play a

crucial role in promoting equal employment opportunities for marginalized groups, including women, veterans, disabled individuals, and minorities. These policies create an inclusive foundation, enabling immigrants and minority groups to achieve both social and economic success. Collectively, these measures reflect America's commitment to diversity and inclusion, offering valuable lessons for countries like Japan seeking to refine their integration strategies.

### **2.2.3 Overview of Singapore's Immigration Policy**

Singapore has established a sophisticated immigration system that carefully balances economic needs with social stability. This system, characterized by strict visa controls and multicultural support programs, offers valuable insights for Japan as it seeks to harmonize cultural diversity with economic growth.

Rahman and Kiong (2012)<sup>10</sup> describe Singapore's "transnational inclusion" approach, which differs from Western models of assimilation or multiculturalism. This strategy encourages immigrants to integrate fully into Singapore's economy and society while preserving their cultural identity and maintaining connections to their home countries. For instance, Singapore facilitates regular travel for migrant workers to sustain family ties and organizes programs to help them adapt to local life. Additionally, the country actively promotes cultural celebrations and community events to honor immigrants' heritage.

Singapore prioritizes attracting highly skilled workers by providing clear pathways to permanent residency and robust integration support. This policy

targets professionals in key sectors, such as health-care and finance, positioning them as long-term contributors to the nation rather than temporary laborers.

Immigration also plays a critical role in addressing Singapore's declining birth rates. As highlighted in a 2024 AWARE Singapore report<sup>11</sup>, the government has implemented comprehensive policies that combine permanent residency pathways with family assistance programs and targeted recruitment strategies to secure workers with specialized skills.

To further enhance transparency and public trust, Singapore introduced the "Compass"<sup>12</sup> scoring system in 2023. This points-based framework evaluates candidates on factors such as skills, economic contributions, and alignment with national values. By accommodating individuals from diverse backgrounds—not solely high-income earners—this system fosters a more inclusive society while ensuring that immigration aligns with Singapore's economic and social priorities.

### **2.2.4 Overview of Japan's Immigration Policy**

Japan has historically adopted a cautious stance toward immigration, particularly in the case of low-skilled foreign workers. While the Liberal Democratic Party's framework supports the entry of workers with specialized and technical skills without strict quotas (Liberal Democratic Party of Japan Policy Research Council, 2016<sup>13</sup>), it has significantly restricted the admission of so-called "unskilled labor." This ambiguous distinction highlights the need for more flexible and adaptive policies that reflect current labor market demands and societal realities.

Japan's aging population and declining birth rates have led to acute labor shortages, especially in sectors such as caregiving, agriculture, and hospitality. In response, the government has cautiously opened specific industries to foreign workers while striving to balance fair employment practices, public safety, and the protection of domestic workers' interests.

Although Japan continues to focus on attracting skilled professionals, it has demonstrated flexibility by temporarily increasing foreign worker quotas to address urgent demands, such as during the Olympics or post-disaster reconstruction efforts. This targeted approach reflects the government's intent to address immediate labor shortages while maintaining control over long-term immigration trends.

Recognizing that effective integration requires robust support systems, the government has initiated efforts to enhance educational and social services for foreign workers. Collaborations with local governments aim to establish networks that foster harmonious community relations and enable foreign workers to fully engage in Japanese society.

Although Japan does not formally label its policies as an "immigration policy," it is increasingly adopting a strategic approach to the acceptance of foreign workers to counter demographic challenges and sustain economic growth. While Japan's policies remain more cautious and gradual compared to other nations, these targeted measures align foreign worker integration with the country's broader socio-economic objectives.

### **3. Theoretical Framework and Research Methodology**

This study builds on Miyajima's (2017)<sup>14</sup> definition of "social integration" as its theoretical foundation. Unlike assimilation, which prioritizes cultural conformity, Miyajima conceptualizes social integration as a process in which immigrants achieve equal membership in society by participating fully in both work and social life without facing discrimination based on cultural differences. This framework is instrumental in identifying the structural factors necessary for meaningful participation and equality.

Miyajima's approach is particularly relevant for analyzing Japan's immigration policy, as it highlights the importance of societal and structural support systems. This perspective balances economic and social equality with cultural diversity—an essential consideration for Japan, where foreign workers play an increasingly critical economic role but face persistent challenges in societal integration.

By employing Miyajima's definition, this study critically evaluates how effectively Japan's policies promote long-term social stability and equality for immigrants. It also serves as a comparative tool, enabling the analysis of Japan's approach alongside those of other nations to identify strategies for more comprehensive integration.

#### **Research Methodology**

The study utilizes data from the World Values Survey (WVS) Wave 7 (2017–2022) to examine public attitudes toward immigration and social integration across multiple countries. The WVS provides extensive cross-national data on cultural acceptance, economic contributions, and social inclusion, making it an ideal resource for evaluating

immigrant integration.

The combination of WVS data with Miyajima’s framework allows for a systematic analysis of how different societies perceive and support immigrant inclusion. This approach aligns closely with Miyajima’s vision of integration as a pathway to equality and active participation, offering actionable insights into the factors that facilitate or hinder successful integration.

By positioning Japan’s integration policies within a global context, this study identifies both strengths and areas for improvement. Comparing Japan with Germany, the United States, and Singapore highlights distinct approaches and provides a basis for recommendations. Given Japan’s increasing reliance on immigration and its complex social response to it, these comparisons offer valuable guidance for developing policies that balance economic demands with social inclusion.

#### 4. Data Analysis and Findings

Figure 1 from the World Values Survey Wave 7 (2017–2022) illustrates the distribution of na-

tive-born and immigrant respondents across Germany, Japan, Singapore, and the United States.

Overall, 87.1% of respondents across all surveyed countries were native-born, while 11.8% identified as immigrants. Germany and Singapore reported higher proportions of immigrant respondents (13.9% and 20%, respectively), reflecting their relatively open immigration policies. In contrast, Japan’s immigrant population, represented by just 1% of respondents, underscores the country’s traditionally cautious approach to immigration. The United States, with 9.9% of respondents born outside the country, occupies a middle ground in terms of immigrant representation.

These demographic patterns provide essential context for examining public attitudes toward immigration and integration, which are explored in greater detail in subsequent sections. Complete data tables supporting these observations are available in the Appendix.

The key insights are summarized below, and detailed data supporting these observations can be found in Appendix.

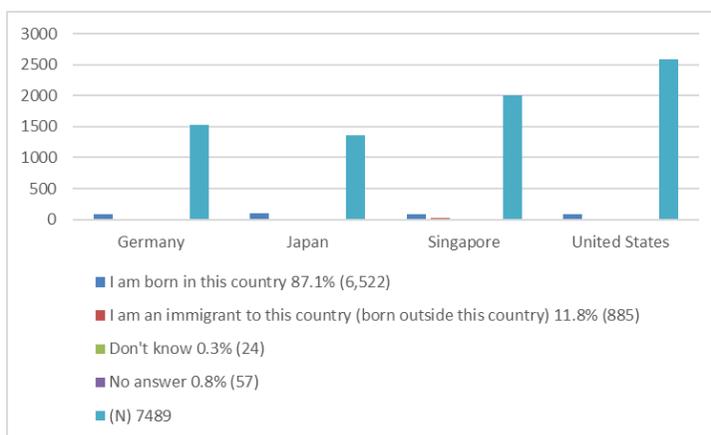


Figure 1. Respondent Immigrant Status  
 Source: World Values Survey Wave 7: 2017-2022.

#### **4.1 Perceptions of Immigrants' Impact on National Development**

Countries exhibit notable differences in perceptions of immigrants' contributions to national development. In Germany and Japan, approximately one-quarter of respondents rated immigrants' impact as "quite bad" (24.4% and 23.4%, respectively). Conversely, Singapore and the United States demonstrated more favorable attitudes, with 33.8% of Singaporean and 28.5% of American respondents viewing immigrants' impact as "very good."

These disparities likely reflect differences in integration policies and societal acceptance. Countries with well-established integration frameworks, such as Singapore and the United States, appear to foster more positive perceptions of immigrants. In contrast, the more cautious or restrictive policies in Germany and Japan may contribute to heightened concerns regarding immigrants' role in national development.

#### **4.2 Perceptions of Immigrants' Impact on the Labor Market**

Public opinion on immigrants' contributions to the labor market varies significantly across countries. In Japan, 55.4% of respondents acknowledged immigrants' positive contributions to the workforce. However, 39.5% expressed uncertainty—substantially higher than in the United States and Singapore, where over 50% of respondents perceived immigrants as beneficial to their respective labor markets.

Japan's high level of uncertainty suggests a lack of public awareness or clear communication regarding the long-term economic contributions of foreign workers. This indicates a need for more

transparent immigration policies and public education to address misconceptions and highlight immigrants' economic value.

By contrast, the stronger positive sentiment in the United States and Singapore likely reflects their established integration practices and clearer public understanding of immigrants' roles in the labor market. These findings underscore the importance of comprehensive integration policies in shaping public perceptions and fostering acceptance.

#### **4.3 Perceptions of Immigrants' Impact on Crime Rates**

Public perceptions of the relationship between immigration and crime vary significantly across countries. Germany exhibits the highest level of concern, with 60.8% of respondents believing that immigration increases crime rates. By contrast, only 36.6% of respondents in Singapore and 29.5% in the United States share this belief, indicating lower levels of concern in these countries.

These disparities appear closely tied to the effectiveness of integration policies and the general acceptance of immigrants. In Singapore and the United States, well-established integration programs likely contribute to stronger trust between immigrants and residents, reducing fears and misconceptions about crime.

Germany's elevated concerns may reflect deeper societal anxieties about immigration, possibly exacerbated by recent waves of immigration and refugee arrivals. This suggests a need for more robust integration measures to enhance social cohesion and address public apprehensions.

#### **4.4 Attitudes Toward the Acceptance of Political Refugees**

Attitudes toward the acceptance of political refugees differ significantly across countries, reflecting diverse policies and historical contexts. Germany demonstrates the strongest support, with 86.5% of respondents in favor of accepting refugees. This likely stems from Germany's extensive experience with refugee integration, particularly following the 2015 refugee crisis, and its long-standing commitment to humanitarian principles.

Japan, by contrast, shows substantial uncertainty, with 60.3% of respondents stating they find it "hard to say" whether refugees should be accepted. This ambivalence may be attributed to Japan's limited experience with large-scale refugee arrivals and the relatively low level of public discourse on refugee issues.

The United States and Singapore adopt distinct approaches based on their national priorities. The United States, as a historically "nation of immigrants," shows moderate support for refugee acceptance. Singapore, prioritizing social stability, takes a more cautious stance through strict immigration controls.

These contrasting attitudes underscore the influence of historical experience, policy frameworks, and public awareness on perceptions of political asylum. They highlight the importance of context-specific strategies to address public concerns and foster informed discussions about refugee issues.

#### **4.5 Perceptions of Immigrants' Contribution to Cultural Diversity**

Research reveals significant variations in how countries perceive immigrants' contributions to cultural diversity. Germany and Singapore demonstrate notably positive attitudes, with 68.5% and 55.6% of their populations, respectively, recognizing immigrants as enriching their cultural landscape. This optimism likely stems from these nations' multicultural policies, which actively promote immigrant integration and visibility, framing diversity as a valuable societal asset.

Japan, however, presents a contrasting perspective, with 38.1% of respondents expressing uncertainty about immigrants' cultural contributions. This hesitation may be attributed to Japan's historically homogeneous society and limited exposure to large-scale immigration, which make it challenging for the public to fully appreciate the potential cultural benefits of diversity.

#### **4.6 Flexibility and Restrictiveness in Immigration Policies**

Attitudes toward immigration policy vary widely across nations. Japan and the United States favor stricter immigration controls, with 52.3% of Japanese respondents and 69.2% of Americans supporting tighter immigration limits. These preferences likely reflect concerns about social cohesion, national security, and the economic impact of immigration.

In contrast, Singapore adopts a more pragmatic stance, with 39.4% of its population supporting immigration when job opportunities are available. This reflects Singapore's economically driven immigration policy, which emphasizes maintaining a flexible

workforce while carefully managing social integration and harmony.

These findings highlight how immigration policies are shaped by national priorities. For Japan and the United States, these priorities focus on regulating immigration to address security and social concerns. Singapore, on the other hand, tailors its policies to meet economic needs while balancing integration efforts. These distinct approaches illustrate the adaptability of immigration policies to differing societal and economic contexts.

#### **4.7 Perceptions of Employment Competition with Immigrants**

Survey data reveals widespread concerns about job competition between immigrants and local workers, particularly in Japan and Singapore. In Japan, 59.9% of respondents believe Japanese nationals should be prioritized for jobs during periods of unemployment, reflecting underlying tensions regarding the integration of immigrants into the labor market.

This sentiment is even stronger in Singapore, where 78.9% of respondents favor prioritizing jobs for Singaporeans. This strong preference underscores Singapore's ongoing challenge of balancing its reliance on foreign workers with the need to protect employment opportunities for its citizens—a central focus of its labor and immigration policies.

These findings indicate that public perceptions of immigrants as competitors in the labor market significantly influence policy decisions in both countries. While immigrant workers are crucial for filling workforce gaps, especially in key industries, policymakers face the dual challenge of meeting economic

demands while addressing public concerns about job security. This underscores the complexity of creating policies that align economic and social objectives.

## **5. Discussion**

The comparative analysis summarized in Table 1 highlights how each country's unique social, economic, and cultural context shapes its immigration and integration policies. By examining key factors such as immigration policies, integration strategies, public attitudes, perceptions of cultural diversity, and concerns about social risks across Japan, Germany, the United States, and Singapore, this study identifies critical patterns in how these societies accept and integrate immigrants.

Table 1 : Comparative Analysis of Immigration Policies and Social Integration

Aspect	Japan	Germany	United States	Singapore
Immigration Policy	Focus on short-term labor (e.g., Technical Intern Program)	Long-term acceptance of immigrants (Gastarbeiter policy)	Flexible policy, actively accepting high-skilled workers	Accepts immigrants to support economic growth, developed visa system
Approach to Social Integration	Reluctant towards social integration	Aims for long-term integration through policies	Promotes multiculturalism, values economic contributions of immigrants	Strong focus on cultural integration, supports immigrant inclusion
Public Attitudes Toward Immigrants	High uncertainty, many ambiguous views	Strong concerns about social risks posed by immigrants	Positive view of immigrants' contributions to the labor market	Values economic contributions and promotes cultural diversity
Perception of Cultural Diversity	Low recognition of the value of cultural diversity	Values cultural diversity but struggles with full integration	Sees cultural diversity as a societal strength	Actively promotes multiculturalism as a core part of society
Concerns About Crime and Social Risks	Strong concerns about crime and terrorism risks from immigrants	High concern about social risks, especially after the refugee crisis	Some concerns about crime, but strict management helps	Strict management reduces concerns about crime and social risks

### 5.1 Immigration Policies and Economic Priorities

Immigration policies reflect distinct national priorities. Japan adopts a cautious approach, such as the Technical Intern Training Program, focusing on short-term labor needs while restricting pathways to permanent settlement. In contrast, Germany takes a

long-term perspective, offering integration pathways like the Gastarbeiter policy to facilitate societal inclusion.

The United States and Singapore prioritize skills-based immigration to drive economic growth. By highlighting immigrants' contributions to innovation and national development, these countries

foster positive public attitudes. This contrasts with Japan and Germany, where differing priorities—short-term labor versus long-term integration—shape public perceptions and policy outcomes.

## 5.2 Social Integration Approaches

Social integration strategies vary significantly. Japan remains conservative, limiting foreign workers' inclusion as permanent community members. Germany, however, adopts a proactive approach with structured policies supporting integration and recognizing immigrants as societal contributors.

The United States and Singapore emphasize cultural inclusion with distinct focuses. The U.S. leverages multiculturalism as a societal asset, while Singapore integrates cultural and economic dimensions, fostering immigrant participation in both social and economic spheres. These inclusive models demonstrate the importance of integration policies in shaping positive public attitudes.

## 5.3 Public Attitudes and Recognition of Cultural Diversity

Public attitudes toward immigrants reveal significant variation. Japan's ambivalence likely stems from its homogeneity and limited exposure to multiculturalism. Germany recognizes the value of cultural diversity but faces challenges in achieving full societal integration.

In contrast, the United States and Singapore actively promote cultural diversity as central to their national identity. Supportive multicultural policies in these countries foster welcoming environments and greater public acceptance of immigrants.

## 5.4 Concerns About Crime and Social Risks

Germany and Japan express the strongest concerns about immigration-related social risks, including crime. Germany's heightened apprehension may stem from the recent influx of immigrants and refugees, which intensified public debates on social stability. Similarly, Japan's cautious stance reflects broader societal concerns about potential social disruption.

Conversely, the United States and Singapore have implemented measures to mitigate these concerns effectively. The U.S. relies on strict law enforcement to ease public fears regarding crime, while Singapore's well-managed immigration system fosters public confidence. These examples highlight how strong regulations, coupled with effective integration programs, can reduce societal anxieties about immigration.

## 5.5 Broader Implications for Immigration and Integration

The experiences of Germany, Japan, the United States, and Singapore underscore how well-designed immigration policies and inclusive integration programs influence public attitudes and social harmony. Singapore offers a compelling example of successfully balancing economic needs with cultural integration. Germany's long-term integration strategies, which include structured policies, demonstrate the importance of creating clear pathways for immigrants to become full members of society.

For Japan, where public uncertainty about immigration remains significant, these comparisons

suggest actionable steps forward. Addressing societal concerns, establishing clear long-term immigration objectives, and actively promoting social integration can help Japan develop a balanced approach that aligns its economic needs with social expectations.

## 6. Conclusion

This study examined the approaches of Japan, Singapore, the United States, and Germany toward the social integration of foreign workers, analyzing factors that facilitate or hinder integration across social, economic, and cultural dimensions. Our comparative analysis of public attitudes, policies, and social dynamics provided several key insights.

The findings reveal significant differences in integration strategies. Singapore and the United States actively promote both economic and cultural integration, recognizing immigrants as vital contributors to economic growth and cultural diversity. Germany has implemented comprehensive integration policies but continues to face public concerns about social risks. In contrast, Japan adopts a cautious approach, emphasizing short-term labor programs with limited support for long-term integration. These observations suggest that Japan could benefit from developing more comprehensive and sustainable integration strategies.

Several factors emerged as critical in shaping immigrant integration. Public attitudes play a decisive role in shaping societal acceptance and opportunities for immigrants. In Japan and Germany, widespread uncertainty and concerns about social risks hinder integration efforts, whereas Singapore and the United States generally exhibit more favorable

attitudes, viewing foreign workers as valuable assets. Economic needs also significantly influence policy; countries like Singapore, with clear labor shortages, have developed flexible and inclusive immigration frameworks.

Our findings suggest that successful integration policies balance economic objectives with social inclusion, fostering both workforce development and public acceptance. Countries that actively support cultural diversity alongside economic participation, such as Singapore and the United States, tend to experience more positive public attitudes toward immigrants. For Japan, this highlights the importance of adopting a clearer, long-term approach to immigration. By effectively communicating policy goals and emphasizing immigrants' contributions, Japan could enhance public attitudes and create a more welcoming environment for foreign workers.

## Hypothesis Evaluation

The findings largely support our initial hypotheses:

Hypothesis 1: Supported. Local attitudes play a significant role in shaping both the acceptance of foreign workers and the opportunities available to them. In Singapore and the United States, positive public perceptions are associated with broader support for foreign workers, whereas ambivalent attitudes in Japan and Germany appear to constrain opportunities for integration.

Hypothesis 2: Supported. Countries with generally positive public attitudes toward foreign workers tend to provide better employment prospects for these individuals.

Hypothesis 3: Partially supported. In Germany,

an increase in the immigrant population has been accompanied by heightened concerns about social stability. In contrast, Singapore and the United States exhibit fewer such concerns despite their relatively larger immigrant populations.

Hypothesis 4: Supported. Larger immigrant populations are positively correlated with greater societal recognition of cultural diversity, as evidenced in Germany, Singapore, and the United States. However, Japan demonstrates a more ambivalent stance, likely reflecting its limited exposure to cultural diversity.

### **Policy Implications and Future Directions**

The analysis highlights the need for balanced immigration policies that address economic needs while fostering social integration. Japan, with its relatively restrictive immigration framework and uncertainty about cultural diversity, could benefit from adopting a more inclusive, long-term approach. Learning from the experiences of other countries, Japan has the opportunity to refine its policies to align better with its workforce needs and societal values.

### **Research Limitations**

This study has several limitations. The reliance on World Values Survey data from 2015 and 2019 may not fully capture recent policy impacts. Limited sample sizes in some Japanese regions restrict the generalizability of findings, and the timeframe may not adequately reflect gradual changes in integration efforts. Additionally, public attitudes, while informative, may not directly translate into policy out-

comes. Cross-country comparisons also faced challenges due to differing immigration systems and social contexts.

### **Future Research**

To build on this work, future research will focus on gathering additional data to evaluate the long-term effects of immigration policies. Planned fieldwork includes an interview survey at a Japanese language school in the Goto Islands, Nagasaki, to investigate how language education supports immigrant integration at the community level. These insights could contribute to developing more effective integration strategies across Japan, addressing both local and national challenges.

Appendix A: Additional Figures Supporting Data Analysis

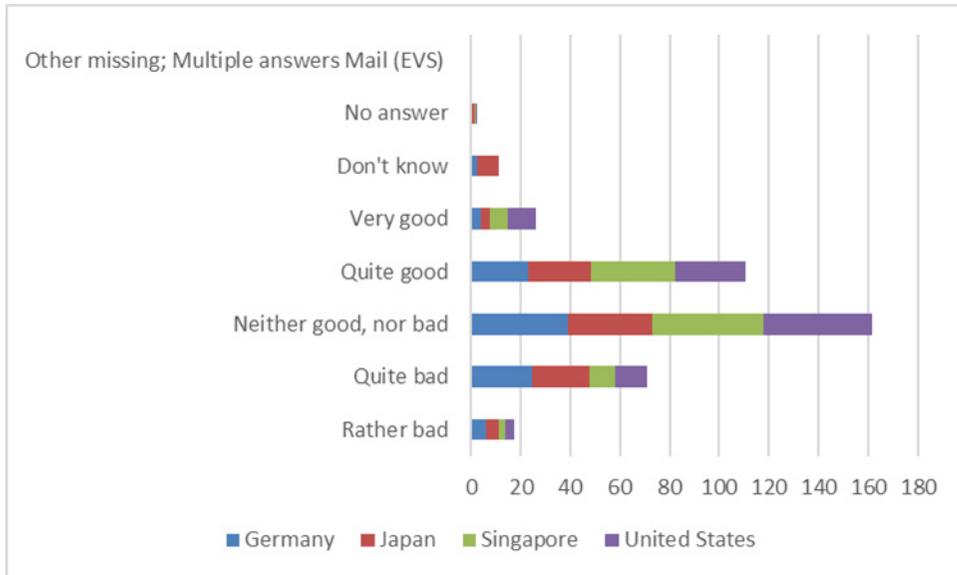


Figure1: Impact of immigrants on the development of the country  
 Source: World Values Survey Wave 7: 2017-2022.

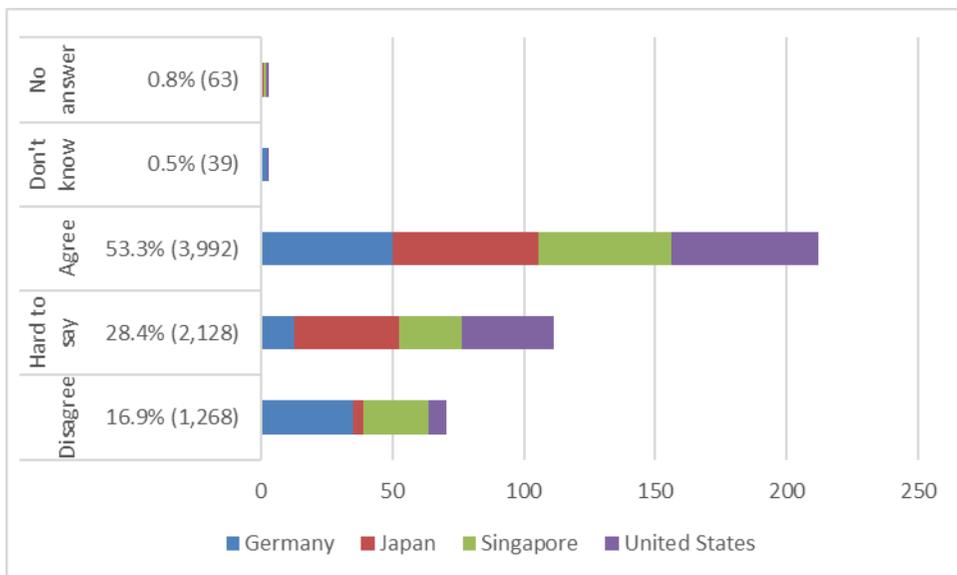


Figure2: Immigration in your country: Fills useful jobs in the workforce  
 Source: World Values Survey Wave 7: 2017-2022.

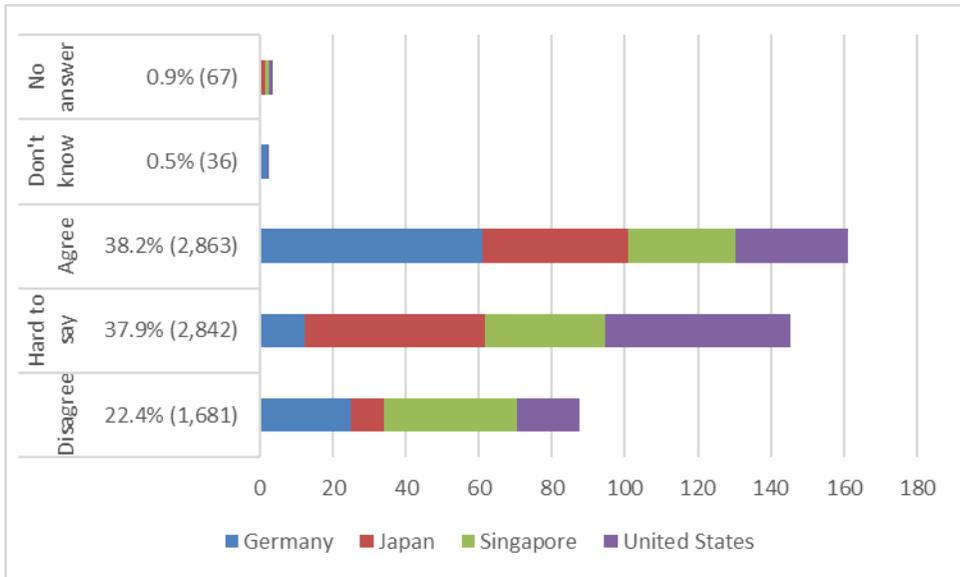


Figure3: Immigration in your country: Increases the crime rate  
 Source: World Values Survey Wave 7: 2017-2022.

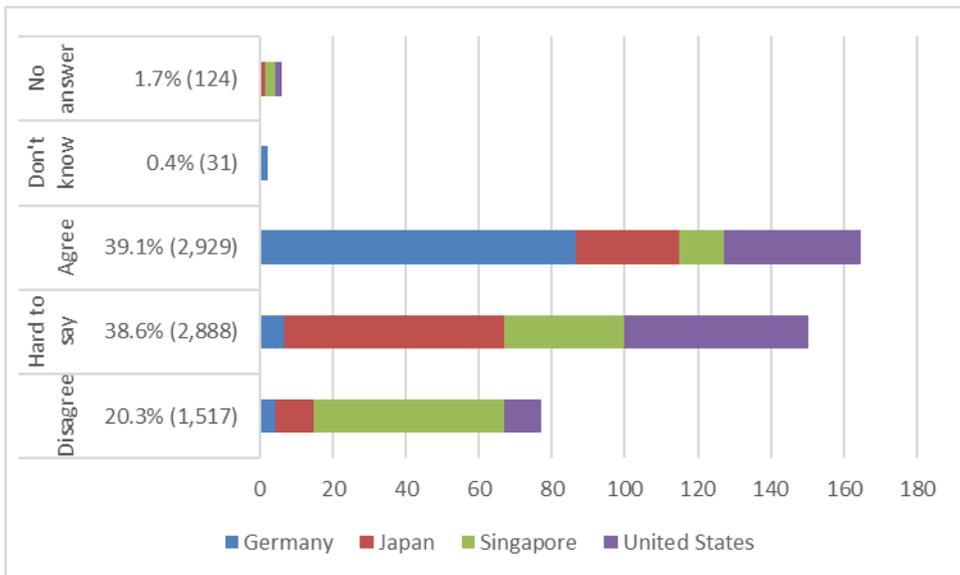


Figure4: Immigration in your country: Gives asylum to political refugees  
 Source: World Values Survey Wave 7: 2017-2022.

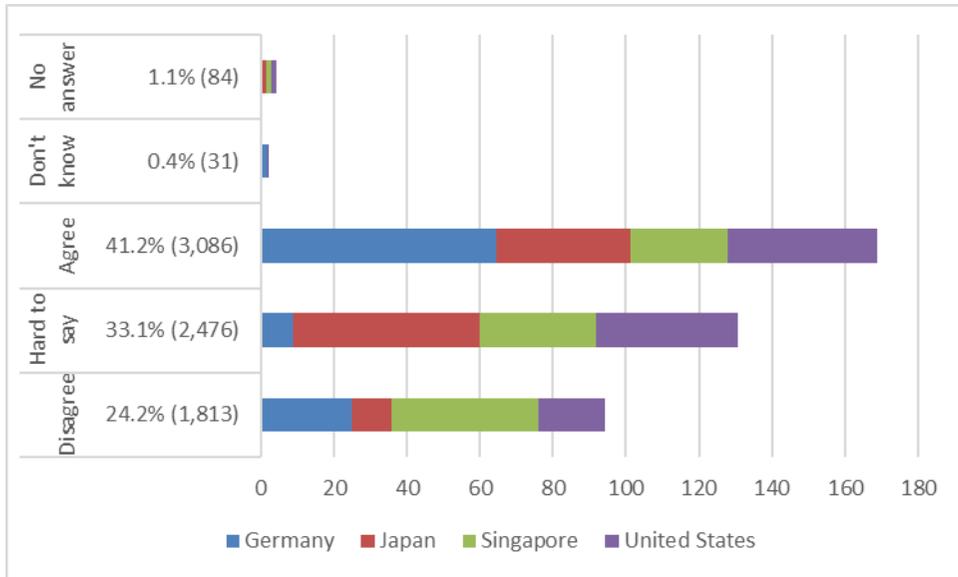


Figure5: Immigration in your country: Increases the risks of terrorism  
 Source: World Values Survey Wave 7: 2017-2022.

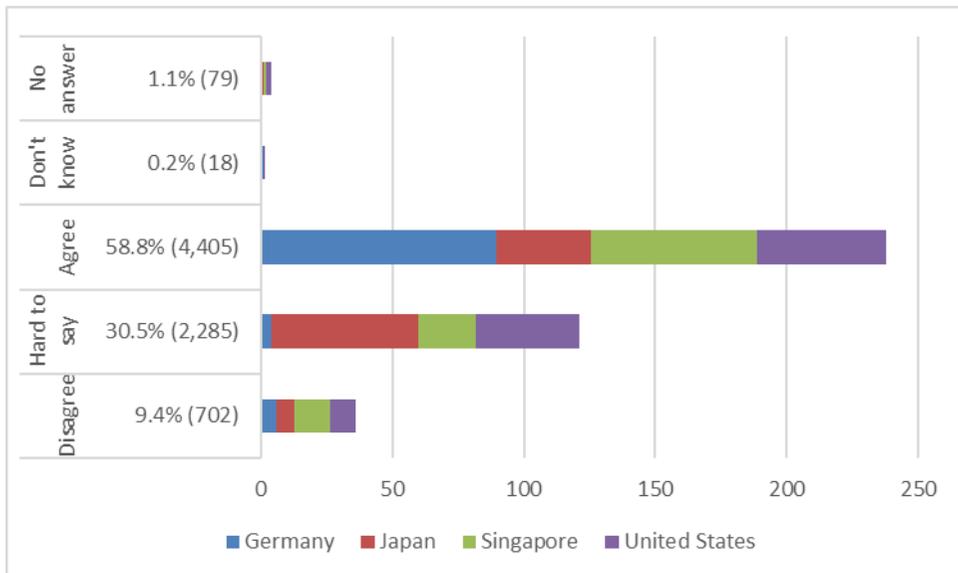


Figure6: Immigration in your country: Helps poor people establish new lives  
 Source: World Values Survey Wave 7: 2017-2022.

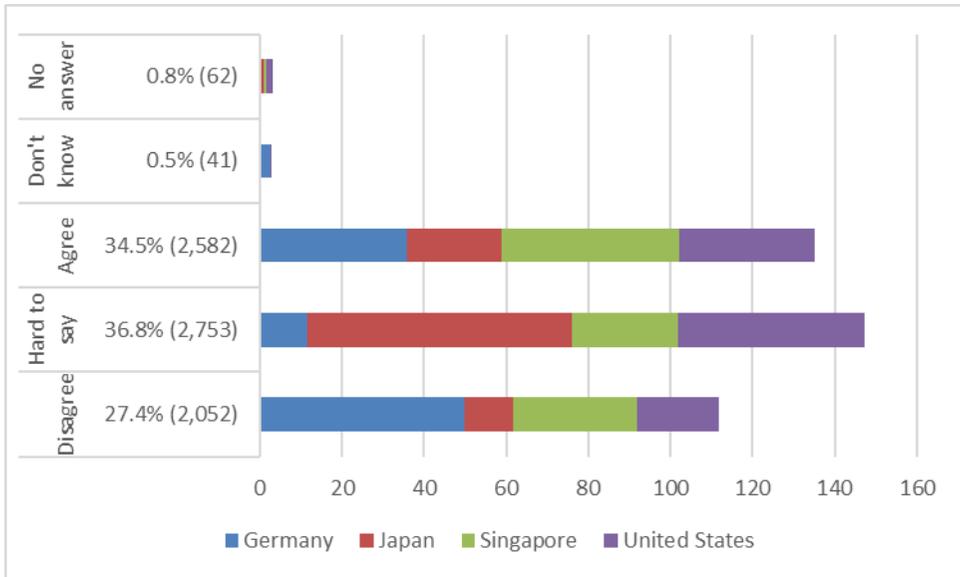


Figure7: Immigration in your country: Increases unemployment  
 Source: World Values Survey Wave 7: 2017-2022.

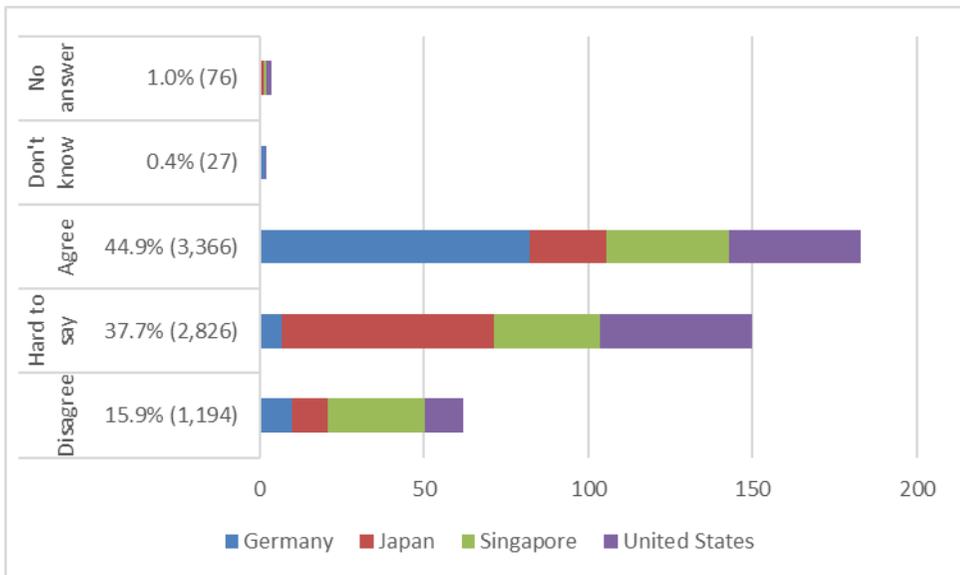


Figure8: Immigration in your country: Leads to social conflict  
 Source: World Values Survey Wave 7: 2017-2022.

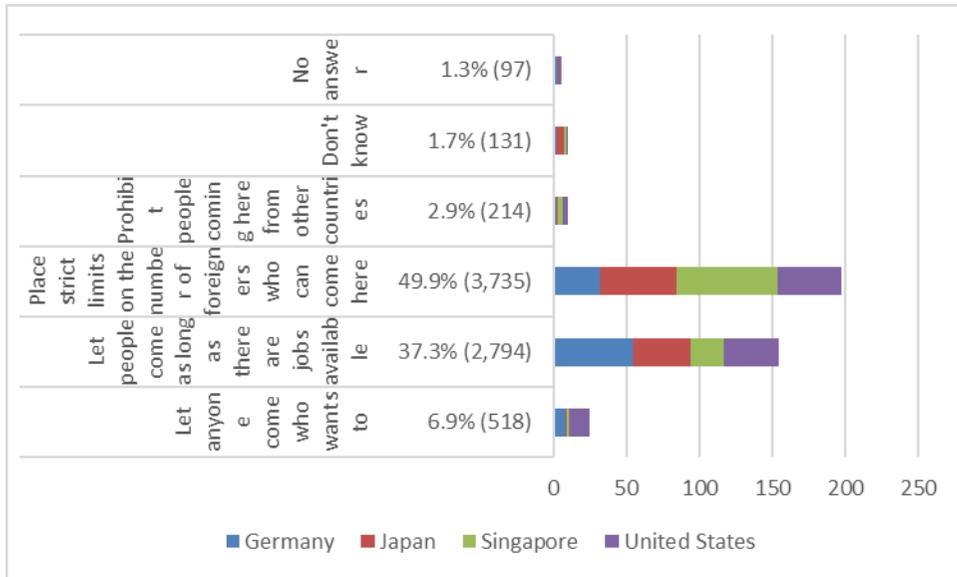


Figure9: Immigration policy preference  
 Source: World Values Survey Wave 7: 2017-2022.

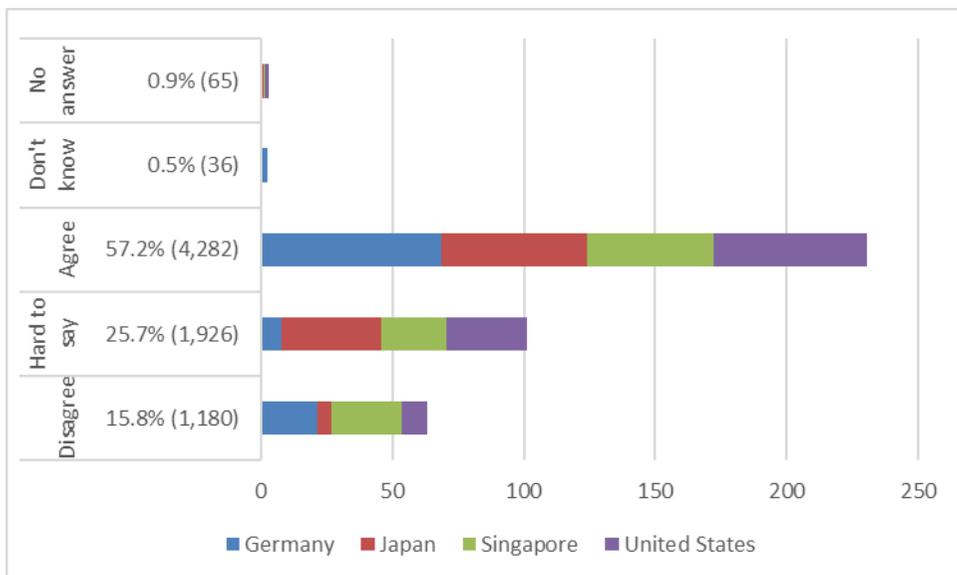


Figure10: Immigration in your country: Strengthens cultural diversity  
 Source: World Values Survey Wave 7: 2017-2022.

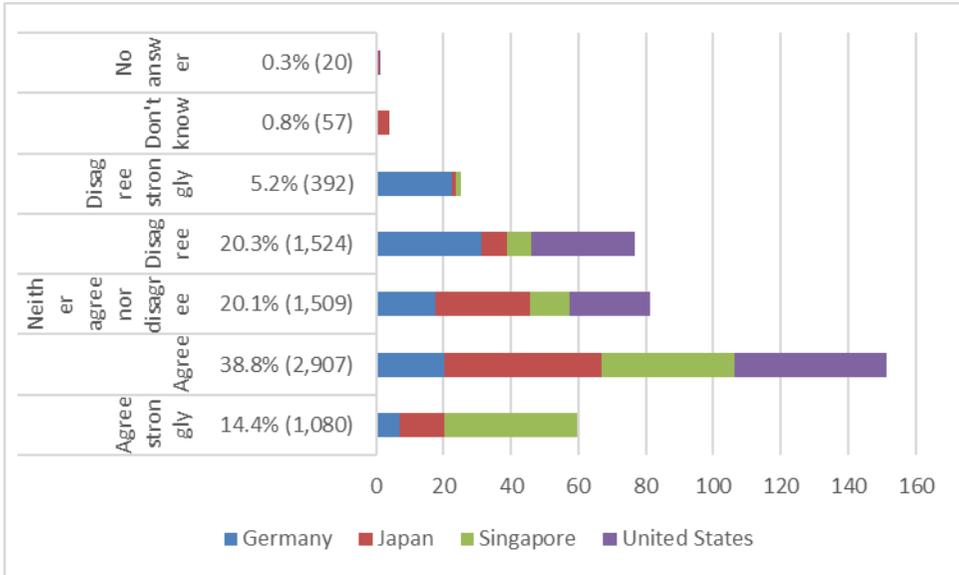


Figure11: Jobs scarce: Employers should give priority to (nation) people than immigrants

Source: World Values Survey Wave 7: 2017-2022.

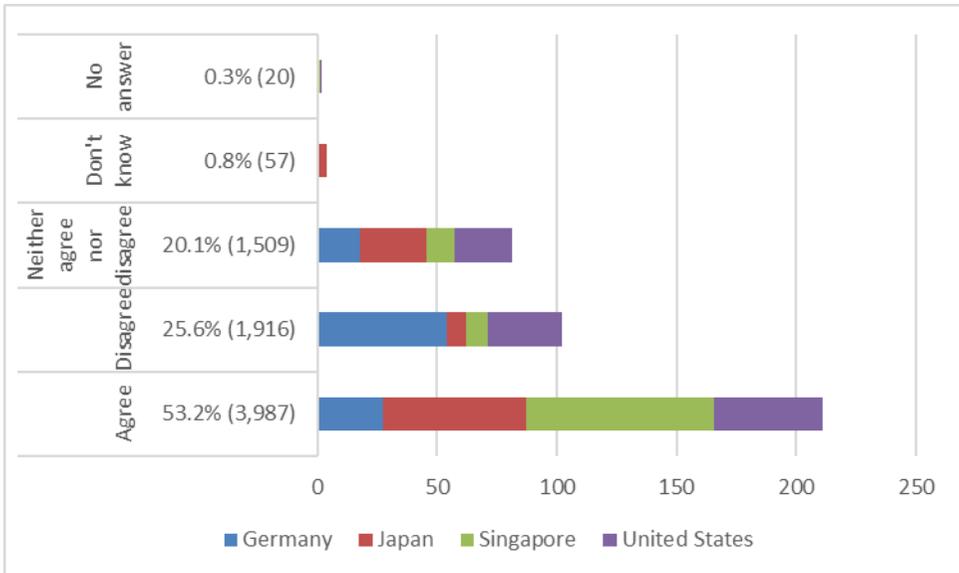


Figure12: Jobs scarce: Employers should give priority to (nation) people than immigrants (3-point scale)

Source: World Values Survey Wave 7: 2017-2022.

## Annotation

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