

*Waseda Institute of Asia-Pacific Studies
Migration and Citizenship Research Group Colloquium*

Bringing Outsiders In: Women and Foreign Workers in Elite Jobs in Japan



Speaker: Dr. Hilary Holbrow

(Weatherhead Center for International
Affairs, Harvard University)

Date: 15 June 2018 (Friday)

Time: 13:00-14:30pm

**Venue: Building 19, Room 610
Waseda Campus, Waseda U**

Attendance free, no registration required

Japan's population is declining and labor shortages are becoming increasingly severe. This high labor demand is opening new avenues for women and foreign workers' promotion to the elite jobs that have historically been monopolized by Japanese men. Who will benefit the most from these new opportunities and why? On one hand, Japanese women have the human capital and cultural know-how to advance in Japanese firms, as well as the advantage of incumbency. At the same time, long working hours and gender stereotypes may negatively affect women more than foreign workers. Using employer-employee matched data, I will show which outsider groups are getting ahead the fastest in corporate Japan and why.

Hilary HOLBROW is a Postdoctoral Fellow at Harvard University in the Weatherhead Center for International Affairs. Her research focuses on organizations, work, migration, and inequality and has appeared in *International Migration Review*, *Work and Occupations*, *Daedalus*, and the *International Journal of Japanese Sociology*. She holds a Ph.D. in sociology from Cornell University.

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