

# 日本における外国籍労働者

## Foreign workers in Japan

### とりわけニューカマー外国籍労働者

### Focusing on Newer Migrant Workers

### since the 1980s “New Comers”

鳥井一平 Torii, Ippei  
移住者と連帯する全国ネットワーク  
The Solidarity Network with Migrants Japan (SMJ)  
全統一労働組合  
Zentoitsu Workers Union (ZWU)

1

# はじめに

## Introduction

再確認 おさらい  
Reconfirmation Review

2

1

## 日本における外国人とは Migrants in Japan

### ◆「オールドカマー」: 旧植民地出身者とその子孫

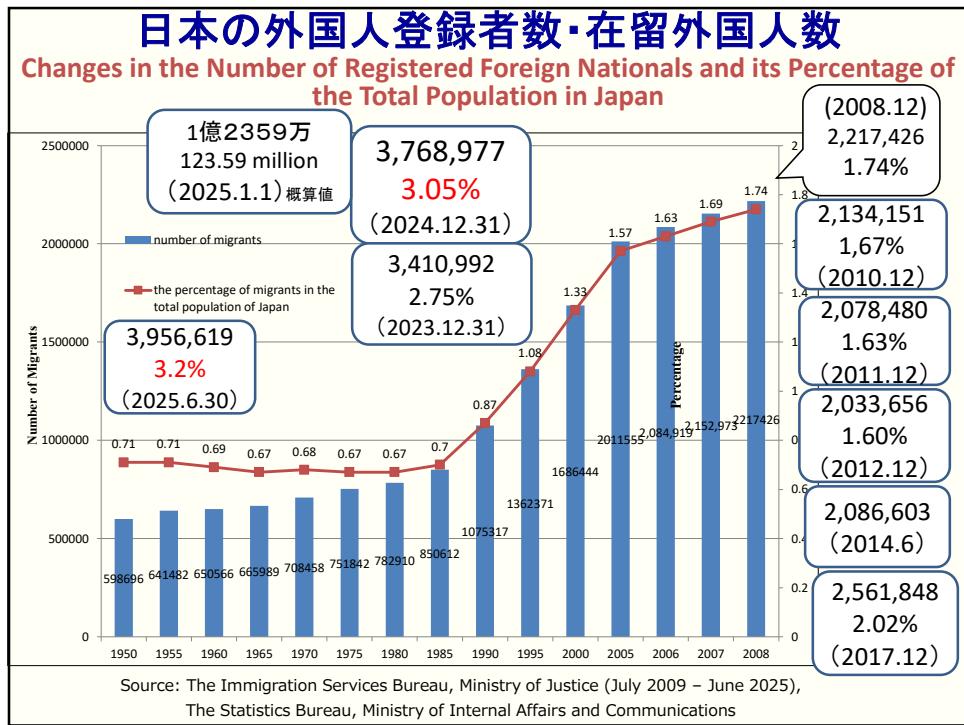
**“Old-comers”:** Long-term residents from former Japanese colonies, primarily ethnic Koreans and Chinese, and their descendants.

### ◆「ニューカマー」: 80年代以降日本に移住した人々

**“Newcomers”:** Migrants who have arrived in Japan since the 1980s, mainly as workers, students, or family members.

### 2025年「外国人問題」の「外国人」とは

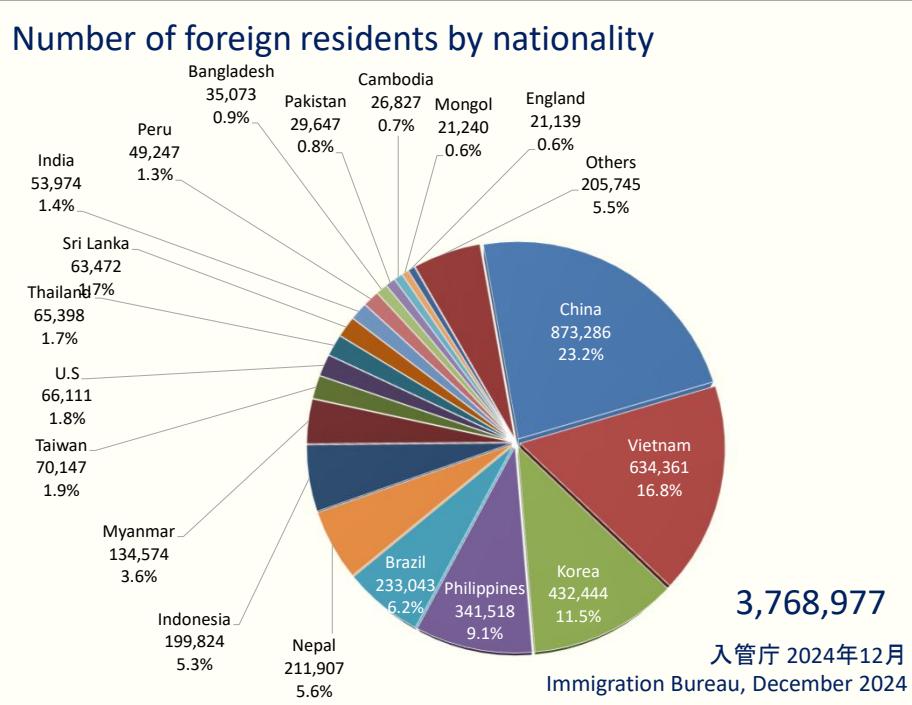
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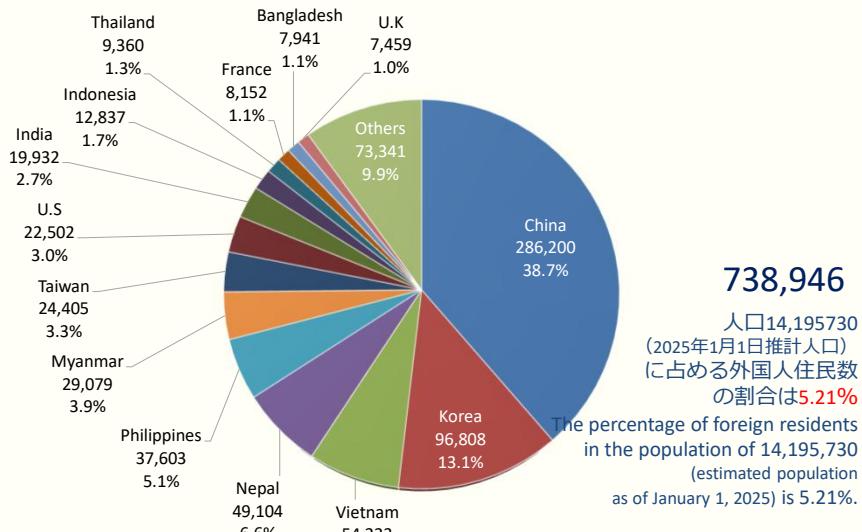
## 国籍別 by Nationality

5



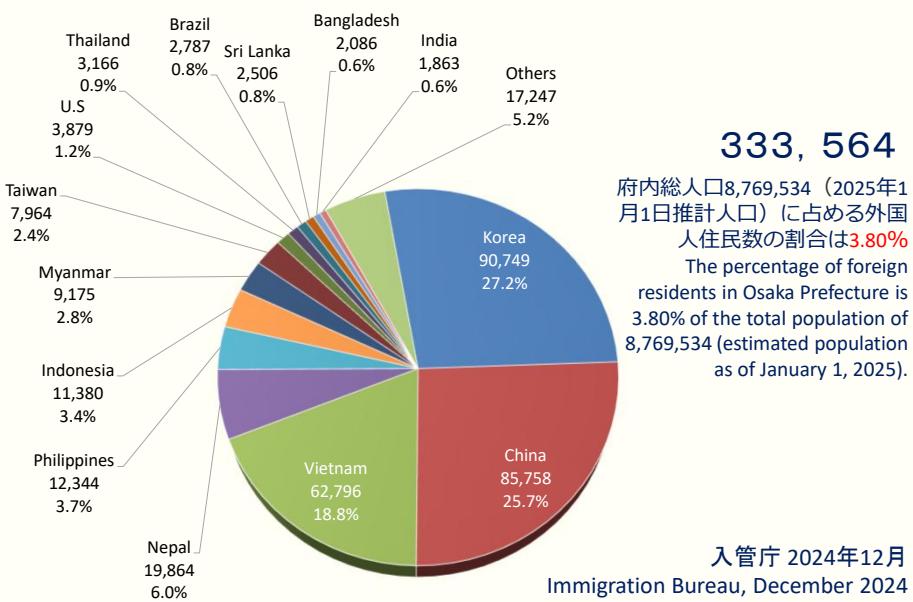
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東京都 在留外国人数 国籍別  
Tokyo: Number of foreign residents by nationality

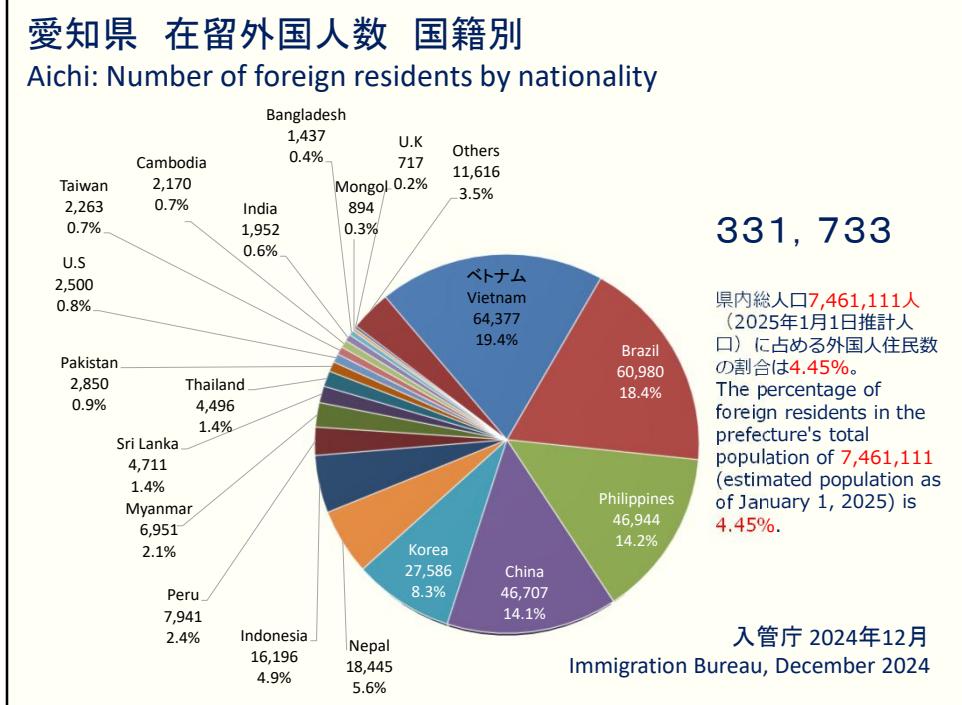


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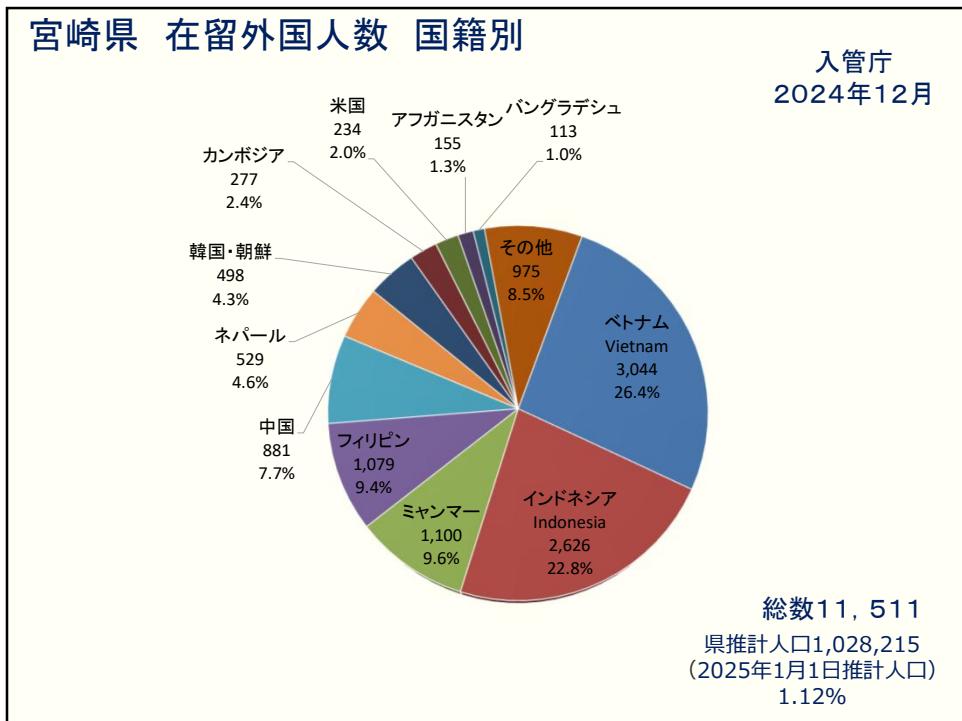
大阪府 在留外国人数 国籍別  
Osaka: Number of foreign residents by nationality



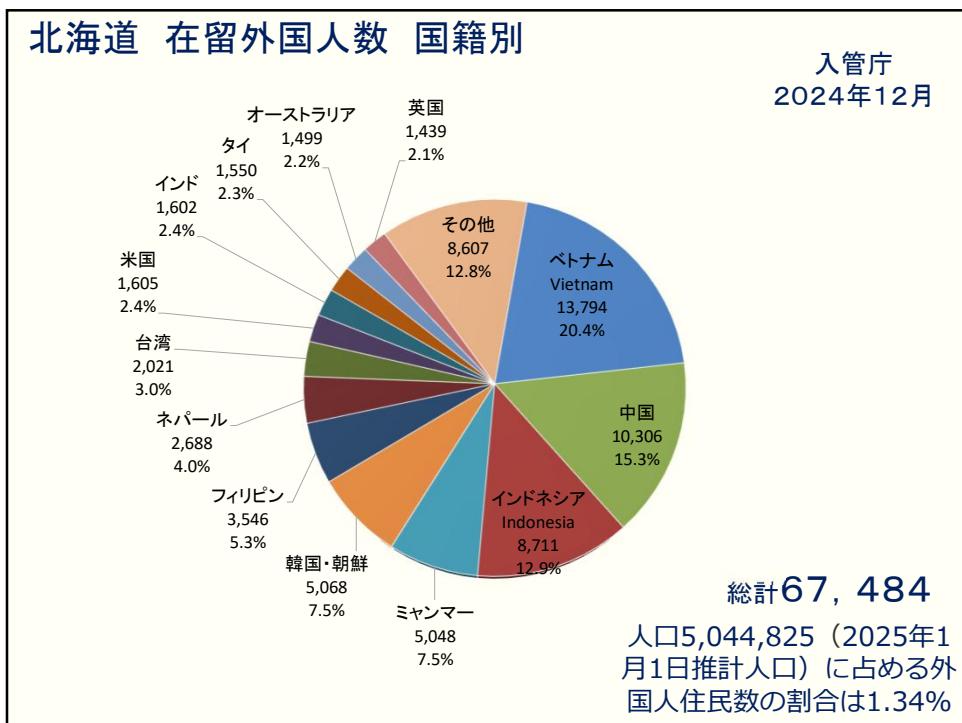
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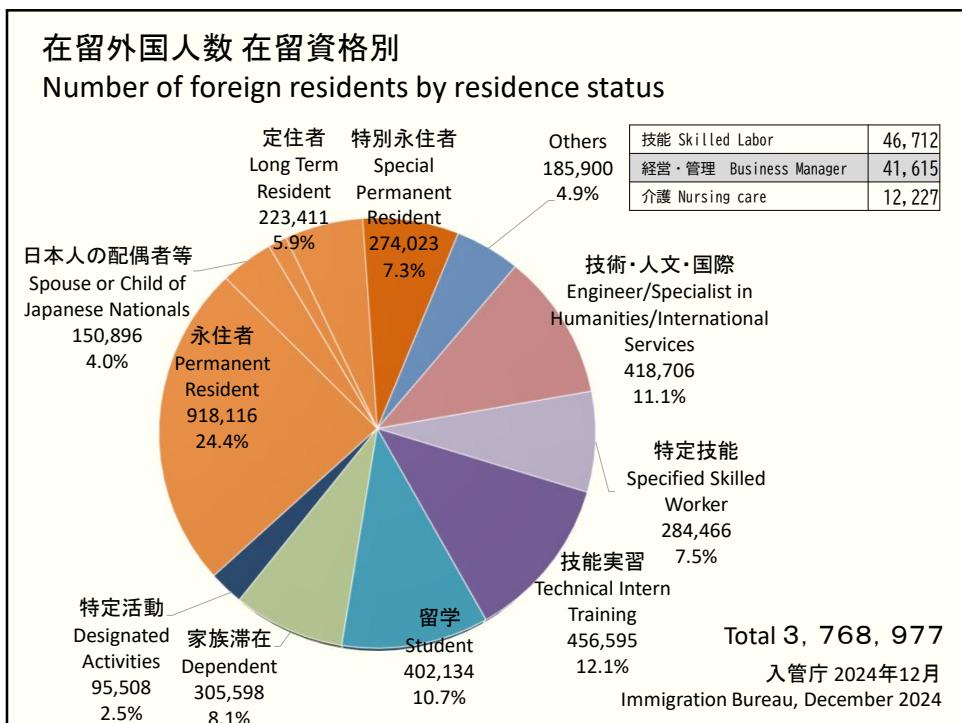
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11

在留資格別  
by residence status

12



13

## 外国人移住労働者とは?—Who Are Migrant Workers?

### ◆ 就労できる在留資格を持っている労働者

教師、専門技術者、通訳、コックなど 技術・人文・国際

**Workers who possess residence statuses that permit work:  
language teachers, engineers, cooks, etc. (specialists and skilled workers)  
Engineering/Humanities/International Services**

◆ 身分に基づく在留資格 日系労働者 (主に、ブラジル・ペルー)、配偶者、永住者  
**Nikkeijin workers (mainly from Brazil and Peru), spouses, and permanent residents**

**The status of residence based on their positions or social standing**

◆ 非正規滞在者・オーバーステイ “Irregular” Residents and overstayers

◆ 技能実習生 Technical intern trainees

◆ 労働者じゃない労働者: (研修生、)家事労働者、興業

**De facto workers: (trainees,) domestic workers, and entertainers**

◆ 難民、難民申請中:特定活動

**Refugee, People awaiting refugee recognition :Designated activities**

◆ 留学 Students

特定技能1号2号

Specified Skilled Workers 1 and 2

家事支援労働者・介護  
Domestic Workers  
Nursing Care Workers

14

**Migrant workers include people with residence statuses that allow employment, such as:**

- professionals under Engineering/Humanities/International Services
- Nikkeijin workers (mainly from Brazil and Peru)
- spouses and permanent residents
- technical intern trainees
- students working part-time
- asylum seekers under “Designated Activities” status

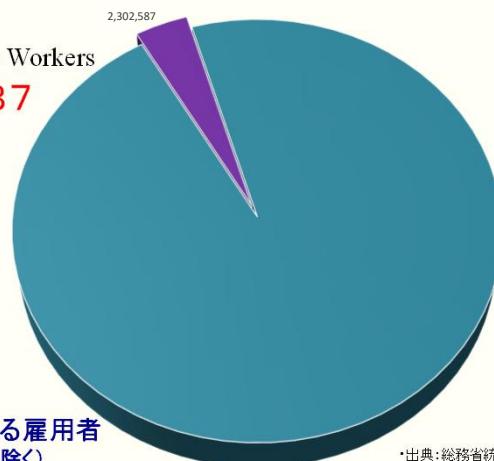
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**日本の労働者人口に占める外国籍労働者の割合(2024)**  
**The Percentage of Foreign Workers of the Total Labor in Japan**

外国人労働者数  
The Number of Migrant Workers

**2, 302, 587**

About 3.74%

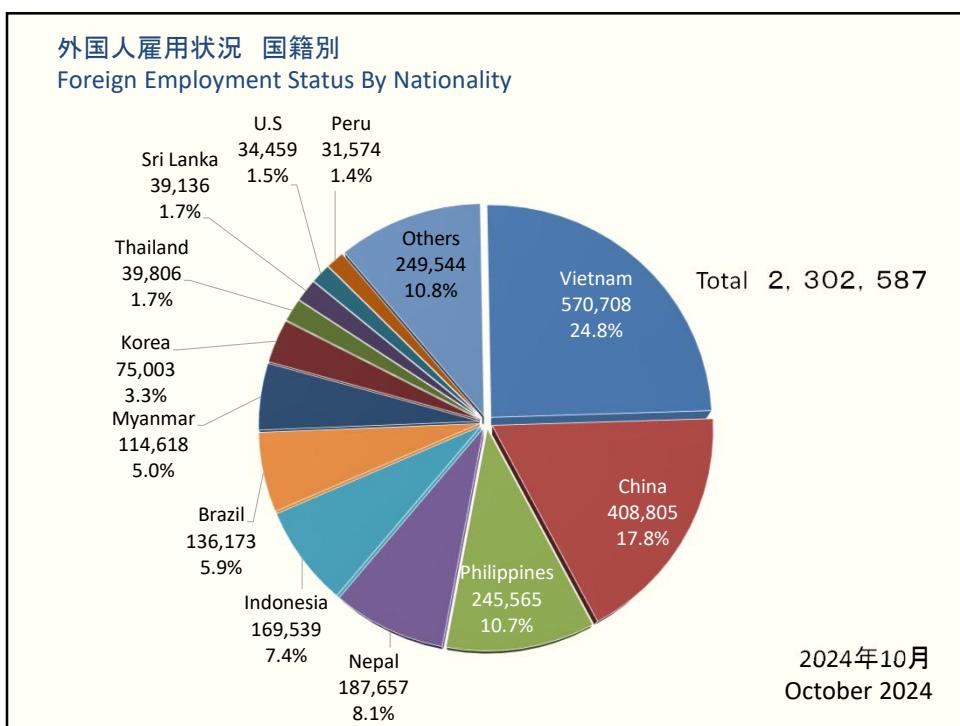


日本における雇用者  
(役員を除く)

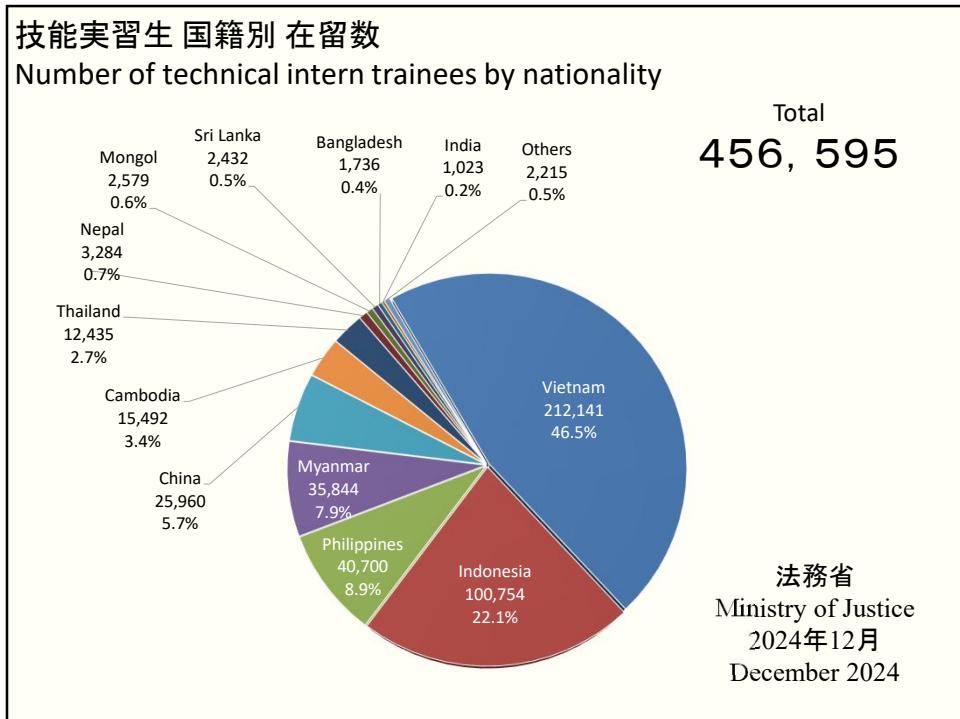
**Number of employees in Japan (excluding executives): approx. 61.52 million**

・出典: 総務省統計局労働力調査(2024年10月)  
厚生労働省職業安定局(2024年10月)  
Source: Ministry of Internal Affairs and Communications  
Statistics Bureau Labor Force Survey (October 2024)  
Ministry of Health, Labour and Welfare Employment Security  
Bureau (October 2024)

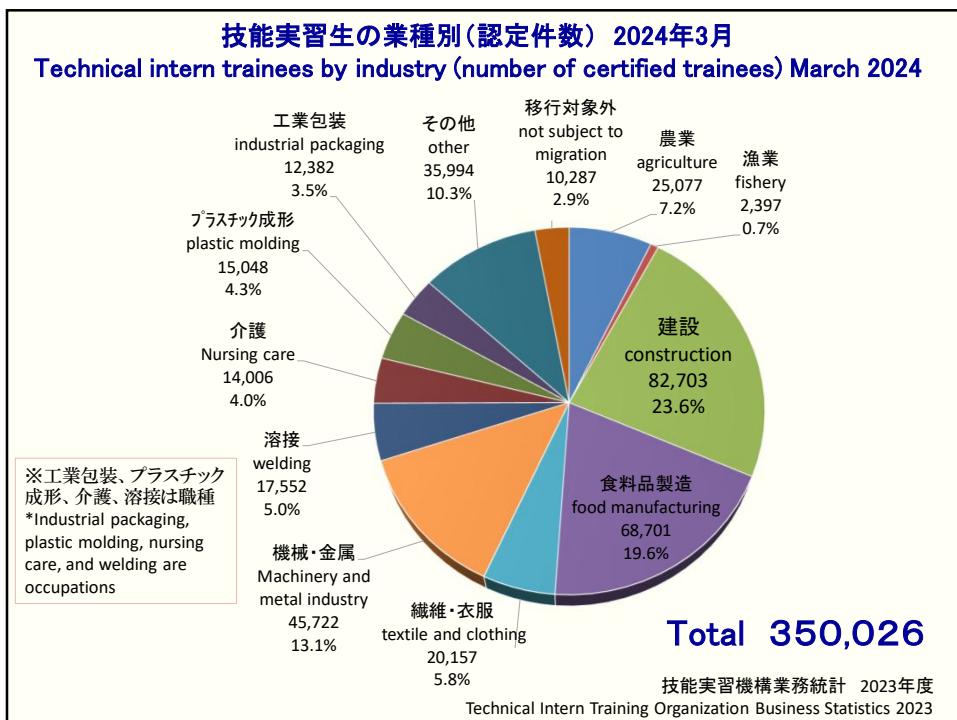
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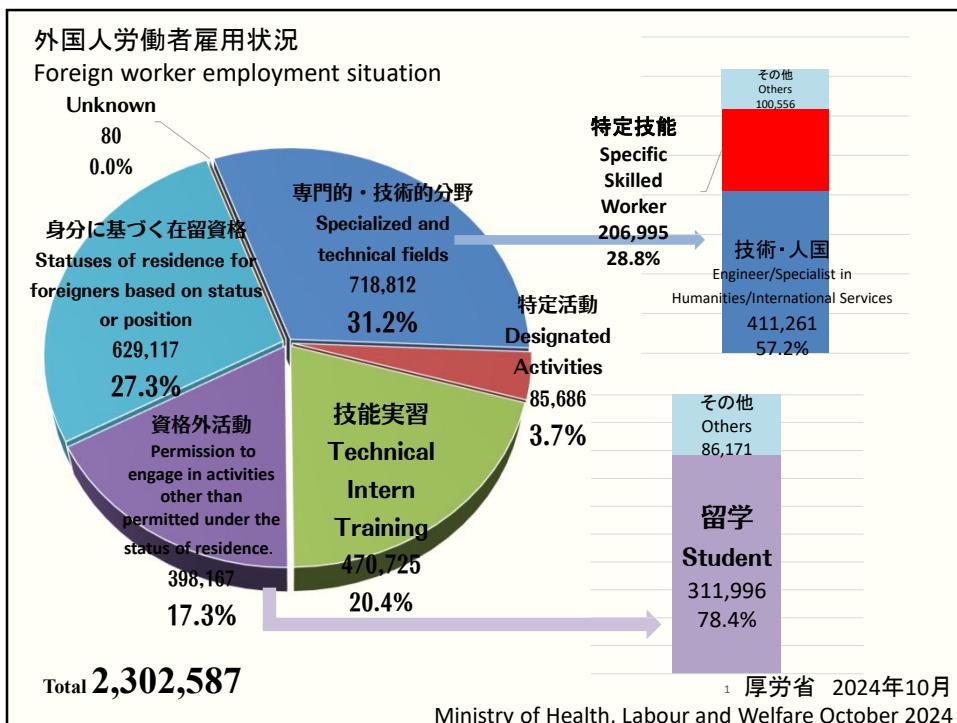
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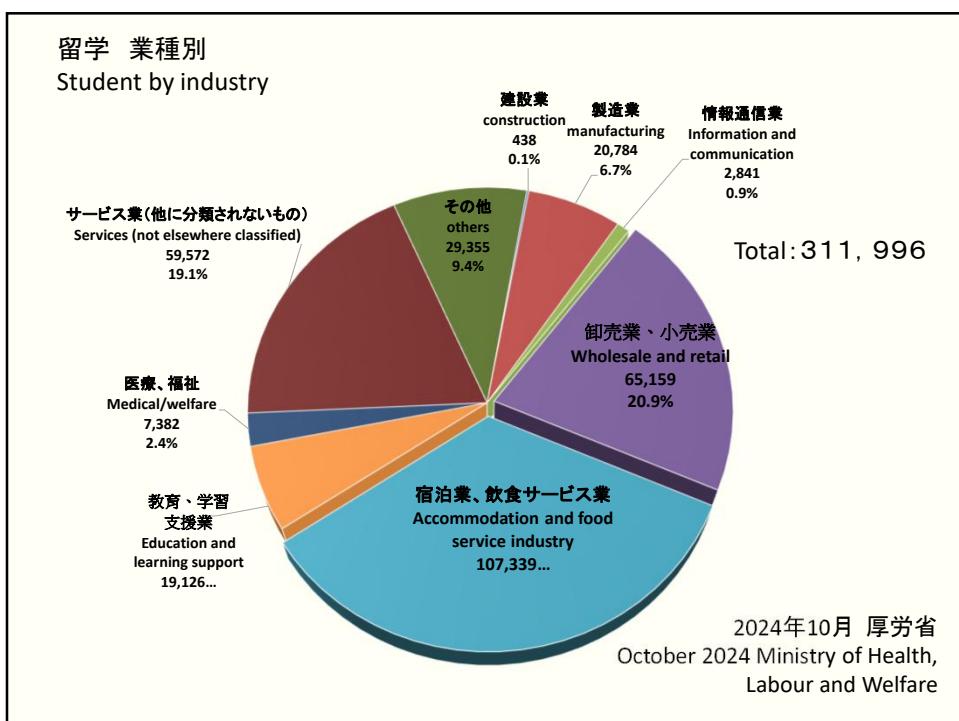
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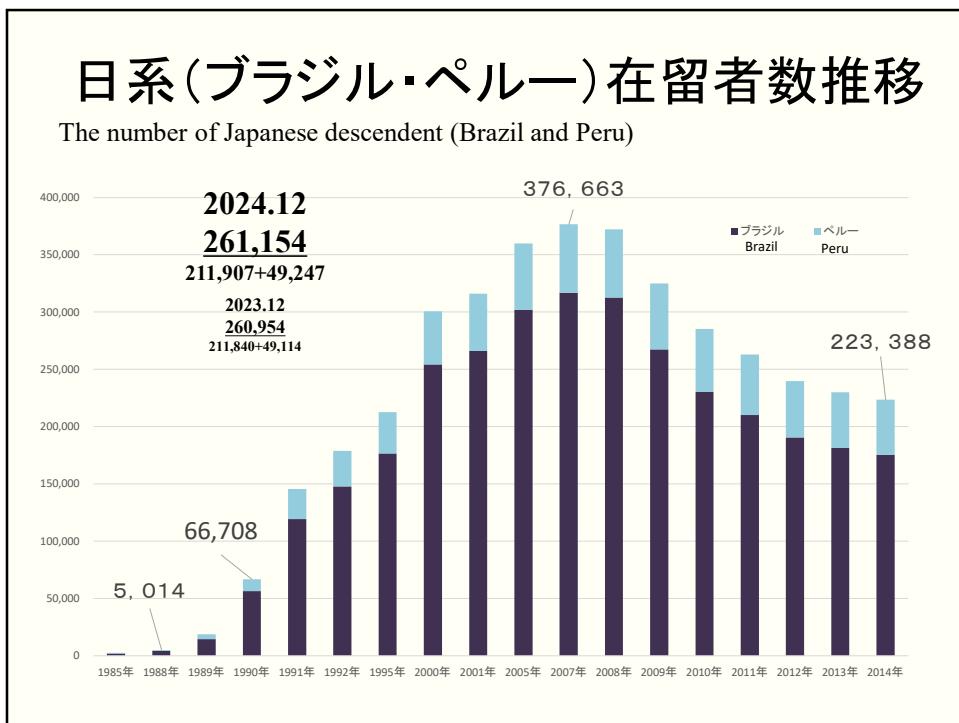
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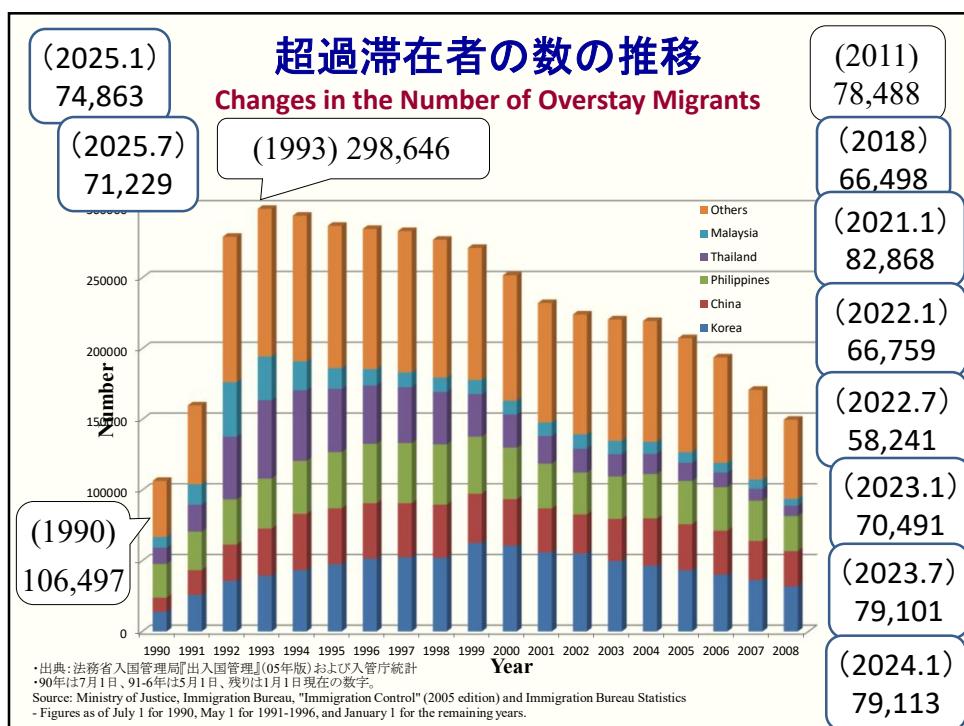
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21



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23



24

## 2024年 入管法改定問題 2024 Immigration Control Act Revision Issues

### ①技能実習制度廃止と育成就労制度創設

Abolish the TITP

Establish “Employment for Skill Development” Program

### ②永住取消制度の新設（増設）

Establish (and expand)

the Permanent Residence Cancellation System

### ③特定在留カード（マイナンバーカードとの一体化）

Designated Residence Card

(Integration with the My Number Card)

25

外国人技能実習制度

Foreign Trainee Intern Training Program

廃止

廃止しかない

*no choice but to abolish it*

26

「受入れ論議」  
"Acceptance Debate"  
ひとつつの結論  
One Conclusion  
**しかし**  
**But**

27

壊れる人権と労働基準  
30年変わらぬ奴隸労働構造  
Breaking Human Rights and Labor Standards  
Unchanged Slave Labor Structure for 30 Years

例外ではない、一部ではなく象徴的事例  
Not an Exception, Not a Rare Case, but a Typical Case  
時給300円、強制帰国、暴力事件、性搾取、セクハラ、パ  
ワハラ、孤立出産、殺傷事件、  
劣悪な住環境、労働環境、強圧的な支配  
300 yen per hour wage, forced repatriation,  
violence, sexual exploitation, sexual  
harassment, power harassment, isolated  
childbirth, murder, Poor living and working  
conditions, oppressive control.

28

**Typical cases documented under the  
Technical Intern Training Program include:**

- wages as low as 300 yen per hour
- forced repatriation
- violence and sexual exploitation
- sexual and power harassment
- extreme isolation, including isolated childbirth
- severely poor living and working conditions

29

**壊れる人権と労働基準**

**30年変わらぬ奴隸労働構造**

Breaking Human Rights and Labor Standards  
Unchanged Slave Labor Structure for 30 Years

**人を変えてしまう恐ろしい制度**

**A terrifying system that changes people.**

産業、地域社会の荒廃を結果的に促進

It ultimately accelerates the devastation of industry and  
local communities.

「騙された」社長や農家、船主たち

"Tricked" Employer(Shacho), farmers, and shipowners,etc.

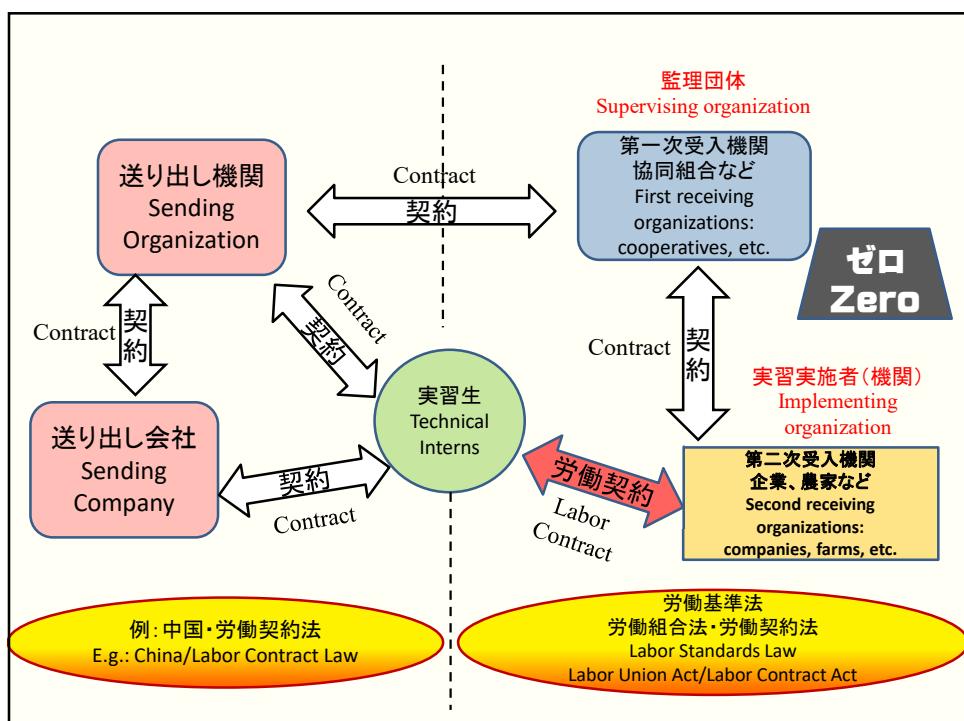
「担い手」をつくれない、育てられない、社会を壊すまかしの制度

Unable to foster nor raise "bearers of the economy"

**A system of deception that destroys society.**

**構造的問題 Structural Problem**

30



31

## 技能実習制度は廃止されるのか

→国際貢献、開発途上国への技術移転を

名目とした偽装は廃止される

## 育成就労制度

→債務労働、奴隸労働構造は変わらない

→廃止と言わず「発展的解消」

→「外国人材」フィクションによる制度

労働者をモノ扱いする象徴的表現

32

### **Will the Technical Intern Training Program be abolished?**

→ The Disguise as an International Cooperation and Technology Transfer to Developing Countries will Be Abolished

→ Will the Structure of Bonded and Slave Labor Change?

### **“Employment for Skill Development” Program**

→ "Foreign Human Resources": A Fictional System

“Foreign Human Resources” narrative — a system that treats workers as replaceable objects

→ Symbolic Expressions that Treat Workers as Objects

Freedom to Quit = Unguaranteed Principle of Equal Employment between Workers and Employers

No Guarantee of Exercise of the Three Labor Rights

→ Advance Debt = Bonded Labor Structure

33

### **Will the Technical Intern Training Program be abolished?**

The official justification of “international cooperation” and “technology transfer” will be removed.

However, the underlying structure of bonded and exploitative labor remains unchanged.

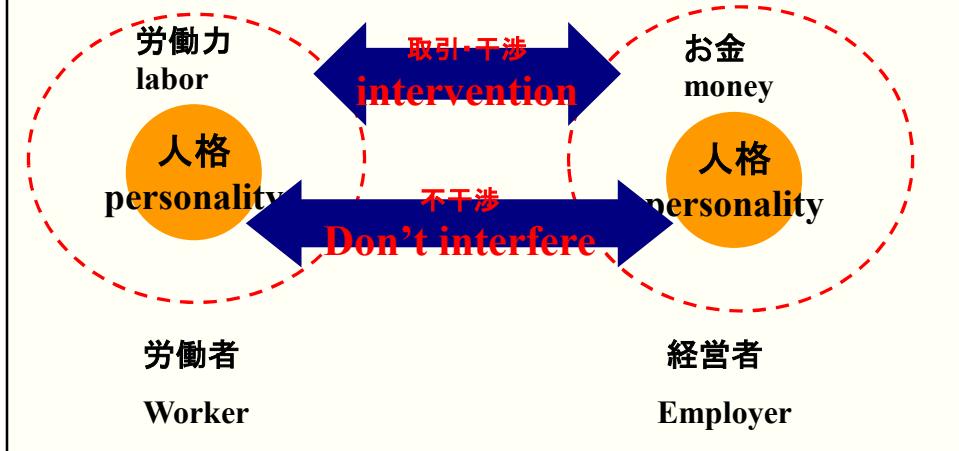
### **The new “Employment for Skill Development Program” does not guarantee:**

- freedom to change jobs
- equal bargaining power between workers and employers
- full exercise of fundamental labor rights

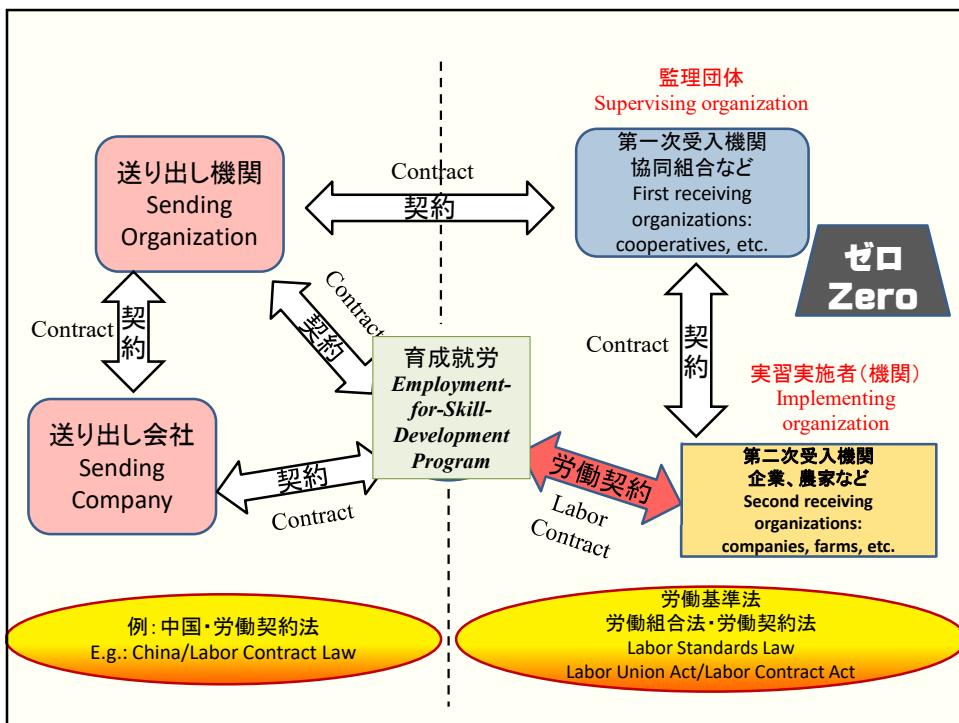
34

## 現代民主主義社会における労働契約 Labor Contract in modern democratic society

The “principle of worker-employer equality”



35



36

## 外国籍労働者に 労働法の全面適用を

We call for the full and equal  
application of Japanese labor  
laws to all migrant workers.  
(foreign workers)

37

実は  
これが35年前のスタート

In fact,  
this was the start 35 years ago.

38

## 労働基準法 第一章 総 則

# Labor Standards Law

### Chapter I. General Provisions

#### 第3条(均等待遇)

使用者は、労働者の国籍、信条又は社会的身分を理由として、賃金、労働時間その他の労働条件について、差別的取扱をしてはならない。

#### Article.3 (Equal Treatment)

An employer shall not engage in discriminatory treatment with respect to wages, working hours or other working conditions by reason of the nationality, creed or social status of any worker.

39

## 国会答弁

### Statement at the Diet

#### ◆1993年入国管理局警備課長の答弁

「退去強制手続きの外国人についても、賃金未払い、労働災害など権利救済上必要がある場合には、送還を一時見合わせるなど柔軟な対応する」

#### Answer by the Immigration Bureau in 1993

“When foreign migrant workers are under the process of deportation, if these workers need relief from their worker's rights, for example, unpaid wages and industrial accidents, as a flexible response, their deportation should be postponed temporarily.”

40

## 基監発第9号

Notice 9 by The Bureau of Labour Standard  
(The Ministry of Labour)

### ◆1994年労働省による通達：

「外国人労働者の個人的権利救済処理が継続中であることを出入国管理行政機関に連絡し、**退去強制の執行前に権利救済が図られるように努めること**」

### Notice by Bureau of Labour Standards in 1994:

“The Prefectural Labor Standards Office has to tell the Immigration Office about the situation that foreign workers are under the processes of pursuing their individual rights relief, and **should try to have their relief before they are deported.**”

41

## 外国籍労働者に 労働法の全面適用を

We call for the full and equal  
application of Japanese labor  
laws to all migrant workers.  
(foreign workers)

42

最後に  
Finally

43

なぜ日本に來るのか  
あえて言うならば、円安でも  
安全安心とは  
日本の魅力  
日本社会(私たち)が誇るべきことは  
「戦後民主主義」  
戦争をしない、させない  
核を持たない

44

22

もう始まっている多民族・多文化共生社会  
A multi-ethnic and multicultural  
society is not a future vision – it  
has already begun in Japan.

おわり  
The End

ありがとうございました。  
Thank you.