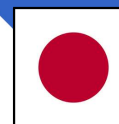




OECD Demographics Survey

# Japan

Executive Summary by Levente Kardkovács



Factsheet			
Fertility rate (births/woman)	Net migration rate (entering-leaving/1000)	Family policies	Attitude towards immigration
1.30 (35th in the OECD)	1.40 (34th in the OECD)	Generous	Neutral

## Immigration Policies

Japan's historically strict immigration policies have softened in the previous two decades due to labour shortages at least indirectly caused by low fertility rates. An extension of the maximum residency from 3 to 5 years, help with job search for foreign students after graduation, and special visas for high- and medium-skilled workers have all contributed to the percentage of foreign nationals living in Japan doubling from 1.34% to 2.7% between 2000 and 2023. Despite a popular understanding of the need for immigration, foreigners still face challenges due to lack of integration, and discrimination inherent in career structures.

## Family Policies

Japan is facing one of the worst demographic crises not only in the OECD, but in the world more generally. The problem is exacerbated by the country's high life expectancy. If the decline in fertility rate is not reversed soon, there is a serious risk of a population collapse in the coming decades. A significant contributor to Japan's low fertility rate is its demanding work culture, thus current policies focus on a societal change in expectations for workers (reducing stigma), as well as more flexibility in working hours (e.g. 4-day workweek in Tokyo), and compensation for loss of income due to parental leave.

**Potential allies:** United States, South Korea

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