

CIGS Hilary Holbrow Workshop

“Bringing Outsiders In: The Case of Women and Foreign Workers in Elite Jobs in Japan”

Date & Time: Monday, June 18, 2018, 15:00 - 17:00

Venue: CIGS Meeting Room
(11th Floor, ShinMarunouchi Building
5-1 Marunouchi 1-chome, Chiyoda-ku, Tokyo)

Theme: “Bringing Outsiders In: The Case of Women and Foreign Workers in Elite Jobs in Japan”

Speaker: Hilary J. Holbrow (Postdoctoral Fellow, Weatherhead Center for International Affairs, Harvard University, and International Research Fellow, CIGS)

Moderator: Jun Kurihara, Research Director, CIGS

Abstract of the Workshop:

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, Dr. Holbrow will show which outsider groups are getting ahead the fastest in corporate Japan and why.

Language: English

Program:

15:00-15:05	Introduction Jun Kurihara
15:05-16:00	Speech “Bringing Outsiders In: The Case of Women and Foreign Workers in Elite Jobs in Japan” Hilary J. Holbrow
16:00-16:15	Comments Jun Kurihara
16:15-17:00	Discussion and/or Q&A

Speaker’s profile: Hilary J. Holbrow
 Postdoctoral Fellow, Weatherhead Center for International Affairs, Harvard University,
 and International Research Fellow, CIGS

Education

2014.01-2017.05	Doctor of Philosophy, Sociology Department, Cornell University, Ithaca, USA
2011.08-2013.12	Master of Arts, Sociology Department, Cornell University, Ithaca, USA
2008.09-2009.06	Inter-University Center for Japanese Studies, Yokohama, Japan
2003.09-2004.04	Kyoto Consortium for Japanese Studies (formerly Kyoto Center for Japanese Studies)
2001.09-2005.05	Bachelor of Arts, East Asian Studies, Boston University, Boston, USA

Career

Hilary Holbrow is a Postdoctoral Fellow in the Program on U.S.-Japan Relations at Harvard University and an International Research Fellow at the Canon Institute for Global Studies. Her research focuses on diversity in Japanese firms. She examines how Japanese firms integrate women and highly skilled foreign workers, and how they can create a positive work environment for employees of all backgrounds. As Japan's population declines, this research illuminates how Japanese firms can best attract, retain, and use a diverse workforce to maintain their existing advantages amidst intensifying global competition.

Dr. Holbrow earned her Ph.D. from the Department of Sociology at Cornell University. She has also worked as a Research Assistant at Harvard University's Program on U.S.-Japan Relations, as a Coordinator for International Relation for Japanese local government in Okinawa, and as a Press Assistant at the Embassy of Japan in Washington, DC. Her research has received support and recognition from the Japan Society for the Promotion of Science, the Fulbright Foundation, the U.S. National Science Foundation, the Japan Foundation, the Blakemore Foundation, and the Center for Economy and Society, the Center for the Study of Inequality, and the East Asia Program at Cornell University.