

Table 3. Comparison of Characteristics of Foreign Labor Policies in Selected Eight Countries

	Germany	Singapore	Malaysia	Thailand	Hong Kong	Taiwan	Japan	Korea
Principle of indigenous worker priority in employment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Laws which control international labor migration management	Employment Promotion Act	Employment of Foreign Workers Act	Employment Restrictions Act	Alien Employment Act	No separate legislation	Employment Service Act	No separate legislation	Act on Foreign Workers' Employment, Etc
Responsible government body for foreign labor	Federal Ministry of Economics and Labor; Federal Employment Agency	Ministry of Manpower	Department of Labor and Employment	Ministry of Labor	Department of Labor	Council of Labor Affairs	Ministry of Health, Labor and Welfare	Ministry of Labor
Responsible government body for undocumented foreigners	Federal Office for Migration and Refugees; German Customs Administration	Immigration and Checkpoints Authority under the Ministry of Home Affairs	Immigration Department under the Ministry of Home Affairs	Immigration Bureau of the Royal Thai Police Department under the Ministry of Interior	Immigration Department under Bureau of Security	Foreign Affairs National Police Agency under the Ministry of Interior	Immigration Bureau under the Ministry of Justice	Immigration Bureau under the Ministry of Justice
Channels through which foreign workers are received	Government (bilateral agreement contract)	Private labor recruiting agencies	Private labor recruiting agencies	Private labor recruiting agencies	Private labor recruiting agencies	Private labor recruiting agencies	JITCO, intermediary organizations, private corporations, and government	Government and public agencies (EPP) / Employers' association (WATP/ITTP)
Foreign workers' vocational training	Yes (Country of origin, and host society)	No (Recruiting agencies' self-imposed control)	No (Recruiting agencies' self-imposed control)	No (Recruiting agencies' self-imposed control)	No (Recruiting agencies' self-imposed control)	No (Recruiting agencies' self-imposed control)	Yes (Host society)	Yes (Country of origin)

Obligations of foreign workers and their employers	Migrant workers' work permit from the government	Migrant workers' work permit from the government	Employers also get a employment permit from the government	Employers also get an employment permit from the government	Employers also get an employment permit from the government	Employers also get an employment permit from the government	Employers also get an employment permit from the government	Employers also get an employment permit from the government
Levy as one of obligations of the employers	No	Yes	Yes	Yes	Yes	Yes	No	No
Social welfare	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances	Similar to native workers in terms of social insurances
Transferring employers/workplaces	After receiving the government's permission (general work permit holders) / Freedom of choice of jobs (special work permit holders)	After receiving the government's permission	After receiving the government's permission	After receiving the government's permission	After receiving the government's permission	After receiving the government's permission	After receiving the government's permission (TITP) / Freedom of choice of jobs (Nikkeijin)	After receiving the government's permission
Maximum basic employment period and the renewal of work-visa	Two years and renewable once, maximum of 4 years	Two years and renewable once, maximum of 4 years	Three years only and may, upon application by the employer, be extended from year to year, maximum of 5 years.	Two years and renewable once, maximum of 4 years, after which there should be three-year mandatory stay in the country of origin before being hired again.	According to employment contract, and renewable once without limit if the employment contract is made.	Two years and renewable once. If leaving Taiwan for more than a day and reentering after 4-year-employment, can be renewed once again, maximum of 6 years.	Three years and not renewable	One year and can renewable twice, once for a maximum of 3 years, after which there should be a 1 month (or 6 months) mandatory stay out of Korea before being hired again.