

氏名（本籍）	DURMAZ GOKBERK（トルコ）				
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学位論文題目	The Role of Highly-Skilled Immigrants in Making up a Japanese Science City: A Case Study of the University of Tsukuba （日本の学園都市形成における高度専門職業人移民の役割 —筑波大学の事例分析—）				
主査	筑波大学 教授	博士（国際関係学）	ダダバエフ ティムール		
副査	筑波大学 准教授	博士（国際政治経済学）	タック川崎 レスリー		
副査	筑波大学 准教授	博士（文学）	塩谷 哲史		

論文の要旨

This thesis deals with the role of highly skilled immigrants in making up a Japanese science city by using the case study of the University of Tsukuba. It aims to uncover the voices of the highly skilled immigrants exemplified by faculty members of the University of Tsukuba and reflect on the role played by the University in constructing the Tsukuba science city.

Structurally, the thesis consists of 7 chapters. Following the introductory part, Chapter 2 provides overview of previous studies in highly skilled migration, brain drain, brain gain, brain circulation, science cities, and academic mobility. Chapter 3 lays out a historical view of Japan's endeavors in opening itself to the world.

Chapter 4 described a methodological and conceptual framework of this research. It also explains phenomenological research elements—as the chosen research method—and how they have been conducted with this research project.

Chapter 5 focuses on Tsukuba Science City, to demonstrate science cities as a tool for attracting highly skilled immigration while boosting the local technological and scientific developments. This part provides historical and contemporary information about Tsukuba Science City placing it into comparative perspective with other research parks and science cities.

Chapter 6 details on the life stories and experiences of highly skilled immigrants at the University of Tsukuba. It basis its narrative on the qualitative analysis of semi-structured interviews, which were conducted with foreign faculty members, or highly-skilled immigrants in three different themes. This chapter constitutes the central focus of this thesis emphasizing that adaptation measures for highly skilled labor force at the University needs to extend beyond material compensation.

Chapter 7 provides comprehensive responses to the research questions with interpretation and discussion of the key findings.

This thesis has raised the following sets of research questions: What is the role of science cities' institutions such as the local government of Tsukuba Science City and the University of Tsukuba to attract and adapt highly-skilled immigrants to the scientific and local communities? And what are the experiences of highly skilled immigrants (international professors) of the University of Tsukuba regarding highly skilled immigrants' integration to Japan and their roles in making up a science city?

In line with these questions and the chapter structure above, this thesis has investigated about sort of actions which have been taken by Tsukuba City and the University of Tsukuba to ease the integration of highly skilled immigrants. In addition, this thesis extracted qualitative data of how foreign professors/researchers of the University of Tsukuba—as a part of a highly-skilled immigration process—perceive “Japan’s endeavor to open the country to more immigrants”; “the globalization process of Japan”; and other actions, to ease integration of highly skilled immigrants to the local and scientific community, taken by the local government of Tsukuba Science City and the University of Tsukuba.

In terms of methodological tool for its data collection, this thesis employed semi-structured interviews, which were conducted with the professors of the University of Tsukuba. The qualitative analysis of the interviews has then been employed to reveal the perspectives of foreign faculty members which constitutes the main part of current research. The findings of the interviews were then checked against the published documents and materials obtained from various offices at the University of Tsukuba.

The main argument of this thesis consists of the view that although previous studies emphasized various conditions for motivating foreign highly skilled labor, these studies rarely pay attention to the factors which go beyond economic factors such as remuneration.

As is described throughout this study, the major factor for dissatisfaction of foreign faculty members in the University of Tsukuba come from the non-economic factors more related to the conditions of labor, social spaces made available to them and the support towards accommodating their family members' lives in Japan.

審 査 の 要 旨

1 批評

This thesis takes on a very important topic of the perceptions of the foreign highly skilled labor towards Japan and the role played by the University of Tsukuba in attracting these individuals and boosting the potential for Tsukuba science city.

This thesis demonstrated that despite the fact that Japan attempted to attract foreign faculty members since the Meiji period, the Japanese academic community and academic environment are still struggling with the challenges of adopting to the needs of international work-force, exemplified by highly skilled labor at the University of Tsukuba.

This thesis treats the task of attracting highly skilled labor as a complicated phenomenon that involves many different criteria for immigrants before they make up their mind about immigration to another country. While this study recognizes that physical and financial improvements are significant points of motivation for many highly skilled employees, there are also complex issues that cannot be

resolved by simply proving for a well-being of incoming highly skilled workers.

Tsukuba Science City was created by the Japanese government in a sense to deal and mitigate such problems and provide for a social and cultural space which would attract foreign talents and encourage innovation in collaboration between the most talented Japanese and foreign academics. However, as demonstrated by the main findings of this thesis, extracted from the interviews, there are several factors which limit the potential of the University of Tsukuba in boosting the potential of Tsukuba science city. While this thesis recognized and highly appreciated the efforts by the administration of the University to create culturally and conceptually diverse educational and research community, this thesis also pointed to a number of factors which require immediate attention.

These include but are not limited to the conditions of employment (limited contracts), limited opportunities for collaboration between the Japanese and international staff members due to linguistic and cultural barriers, limited opportunities for the partners and family members to engage in a meaningful employment and social life of the University as well as lack of language and cultural training courses for the incoming highly skilled employees.

The major limitation of this study pointed to the author has been the fact that the observations above have been made based on 9 in-depth interviews. Such a small sample size colors the answers and questions the possibility of generalizable assumptions.

Although there is such limitation in this study, it has provided a valuable contribution into the topic and can serve as the basis for the future inquiries into the factors responsible for successful implementation of educational and research collaboration between the Japanese and international academic community.

2 最終試験

The final examination committee conducted a final examination on July 10, 2020. The applicant provided an overview of the dissertation, and addressed questions and comments raised during the Question-and-Answer session. All committee members reached a final decision that the applicant passed the final examination.

3 結論

Therefore, the final examination committee approved that the applicant is qualified to be awarded a Doctor of Philosophy.