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Why do wages not increase in Japan despite a low unemployment rate? – Recent trends in Japanese wages –

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Introduction

The Japanese economy has been stagnant for years, since immediately before the beginning of the 21st century. In addition, Japan has a huge financial deficit that continues to increase. However, Japan does not suffer from inflation, nor does it face economic collapse. No international credit uncertainty about the Japanese economy can be observed. In contrast, the situation is quite the opposite when the Japanese economy is analyzed from inside Japan. The Japanese government has declared “overcoming deflation” to be its policy target. What seems to be particularly idiosyncratic about the situation in Japan is that there are stagnant wages despite the low unemployment rate. Why do wages not increase in Japan despite the labor shortage? This paper tries to give an explanation for this problem.

1. International comparison

First, recent labor-related economic performance metrics are briefly analyzed on the basis of OECD data. These metrics are ① growth of per capita GDP (Figure 1), ② trends in the unemployment rate (Figure 2), and ③ trends in wages (Figure 3). Why do both annual income and the hourly wage remain stagnant in Japan while per capita GDP increases steadily and the unemployment rate is the lowest among OECD countries? Why are wages decreasing despite the low unemployment rate?

Japan does not suffer from a high unemployment rate because it has many people willing to work even for a low wage. It is a country that has

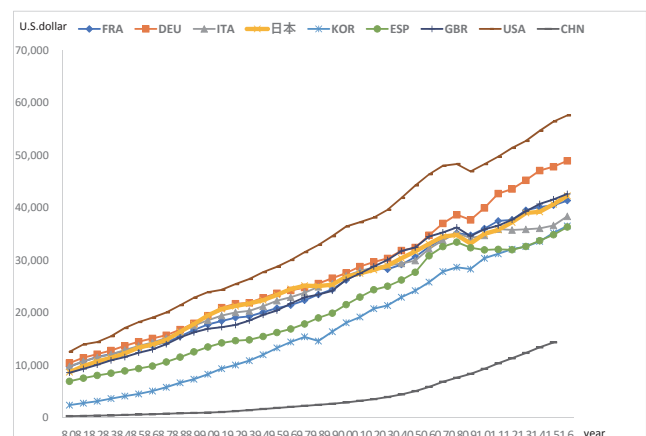


Figure 1 Trend in per capita GDP (rate in 2016)

Source: Compiled from OECD.Stat, accessed on February 18, 2018

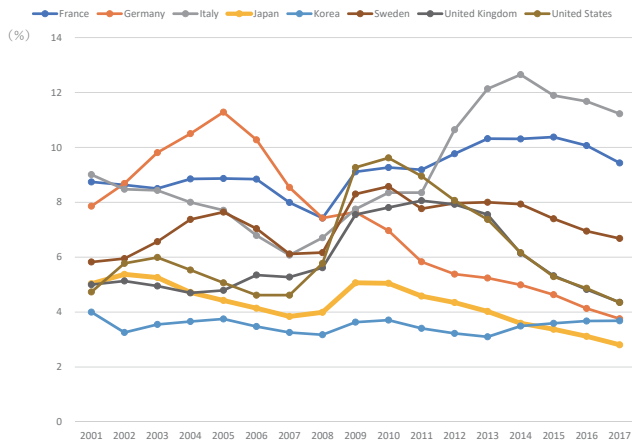


Figure 2 Harmonized unemployment rate
Source: OECD, Stat

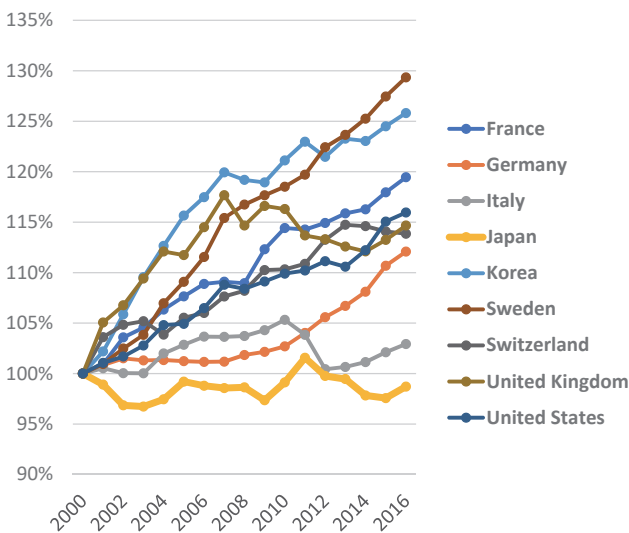


Figure 3: Trend in average annual income
(100% in 2000, 2016 on a U.S. dollar basis)



Figure 4 Corporate performance and corporate character (unit: trillions of yen)
Source: Corporate Financial Statement Statistics by Industry published by the Ministry of Finance

realized a system of workfare. This is why some foreign countries seem to feel envious of Japan. There are many working mothers in fatherless families in Japan. There is a strong work ethic that is shared by low-wage workers in Japan, and this is favorable to the nation, but Japanese society also has the problem of a high suicide rate.

2. Situation inside Japan

(1) Stable commodity prices

One of the reasons why Japanese society is stable despite decreasing wages is the long-lasting stability of prices. If the commodity price index in 2015 is set at 100 as benchmark, it was 99.5 in 1997, 97.2 in 2007, and 100.4 in 2017, which is surprisingly stable. This is confirmed by the consumer price index released by the Ministry of Internal Affairs and Communications and by e-Stat, which is a portal site for official statistics for Japan. The last 20 years have not been a deflationary period. In this period, a mere 2% inflation has been pursued by the Japanese government as a policy target.

(2) Corporate performance

Sales for companies inside Japan have remained stagnant lately. They were 1,456 trillion yen in 2016 as against 1,448 trillion yen in 1998. However, profits for companies have increased dramatically in recent years. As Figure 4 shows,

recently companies have greatly increased their internal reserves and have placed a somewhat greater importance on dividends. Japanese internal reserves are estimated at about 400 trillion yen.

(3) Decrease in regular employees

Figure 5 shows the relationship between regular employees and non-regular employees on the basis of self-assessment. The refraction point was the year 1997. Although the trend was supposed to turn around in 1997, the number of regular employees started to decrease again in the period of the strong yen after the Lehman Shock. The most recent refraction point can be observed at the years 2013 and 2014, and the number of regular employees has been increasing recently.

(4) Judgment of employee surplus or shortage and wages

Simply thinking, wages increase when labor is in short supply. In reality, however, judgments of whether there is an employment surplus or shortage are nearly uncorrelated with wages.

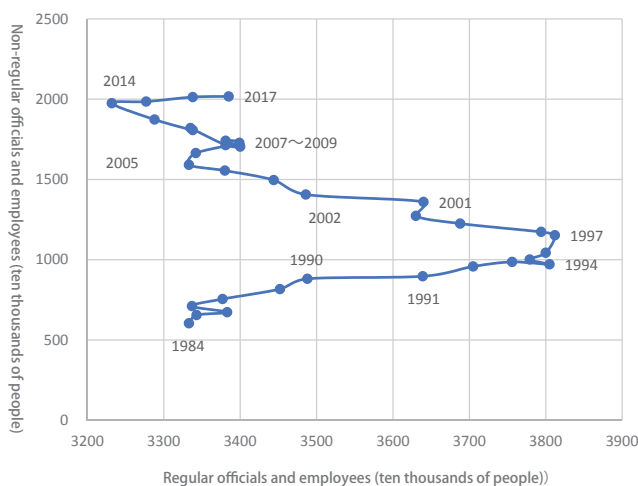


Figure 5 Trend in number of regular employees and non-regular employees

Note: Value for February in the “Special Labour Force Survey” was obtained from the years 1984 to 2001, and averages between January and March in the “Labour Force Survey” were obtained from the years after 2002.

Source: Compiled from the “Labour Force Survey” published by the Ministry of Internal Affairs and Communications

Figure 6 explains this fact. Excellent companies do not feel a shortage of regular employees because they can draw lots of applicants. In general, the lower paid the work, the stronger the sense of shortage or surplus, while the better paid the work, the weaker the sense of shortage or surplus. Such a difference in the labor market makes it difficult to see the relationship between the labor shortage and wages.

Nonetheless, two factors increase in importance as the sense of surplus or shortage in the low wage market grows above a certain level. One is the pressure for a wage increase, and the other is the pressure to introduce foreign workers. The introduction of foreign workers has been actualized by expanding the scope of the Technical Intern Training Program for Foreigners to include nursing care and the construction business.

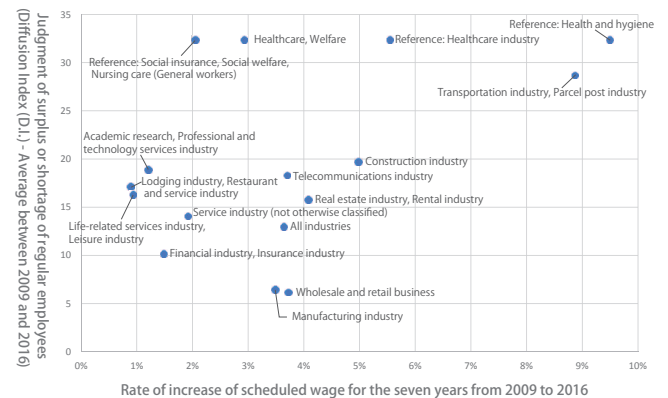


Figure 6 Judgment of surplus or shortage of regular employees and rate of increase of scheduled wage

Note: “Social insurance, Social welfare, Nursing care” provided as reference is the intermediate division of industry classification under “Healthcare, Welfare.” Values for employee surpluses and shortages are those for the classification “Healthcare, Welfare,” and rates of wage increase are those of general workers.

Source: Values for employee surpluses or shortages are compiled from the “Survey on the Trends in Labour Economy” published by the Ministry of Health, Labour and Welfare, and values for scheduled wages are compiled from the “Basic Survey on Wage Structure” published by the Ministry of Health, Labour and Welfare.

3.Reasons for stagnant wages and the Japanese employment system

3.1 International balance of payments

Figure 7 indicates that the balance of primary income, which is the balance of payments of interest and dividends arising from foreign financial credits and obligations, accounts for the greatest part of the current balance. On the other hand, Japan is no longer a country of trade surplus in terms of balance of payments. In fact, Japanese exports in 2017 were 77 trillion yen, while imports were 72 trillion.

3.2 Key industries as actors for wage increases

(1)Decreased export competitiveness of the electrical industry

It is the manufacturing industry that has been supporting the exports of export-oriented Japan. Above all, the electrical industry has been leading the spring labor offensive in Japan, and this greatly affects wage determination. The international competitiveness of the Japanese electrical industry has been deteriorating for a long time. The major players in the Japanese export business are automobiles and general machines. In the businesses of electrical appliances and chemical products, exports and imports are evenly balanced. Japan’s major import products are crude oil, natural gas, and foodstuffs. The industries in which Japan used

to be highly competitive but is no longer are the textile industry, the steel industry, and the shipbuilding industry. Currently, it is thought that the electrical industry has fallen into this category. This trend in these industries can be attributed to the rapid rise of other East Asian countries, particularly South Korea, Taiwan, and China. That is, the so-called “wild-goose formation economy development” model can be applied to this situation.

Improvement in corporate performance by means of improvements in the balance of payments of primary income and shortages in domestic demand reflects a scarcity of investment opportunities in Japan. That is, no investment opportunities could be found even in the years of a zero-interest-rate policy. On one hand, no attractive investment destinations could be found inside Japan even if a company accumulated internal reserves without borrowing money. If this situation is analyzed from the viewpoint of the labor market, it can be seen that the medical and welfare industries are growing due to the support of the aging population, and in particular, the labor-intensive nursing care industry plays a main role. On the other hand, highly profitable pharmaceutical and medical device industries have a great deal of import surplus, and they are not competitive internationally, with the exception of the optical equipment industry.

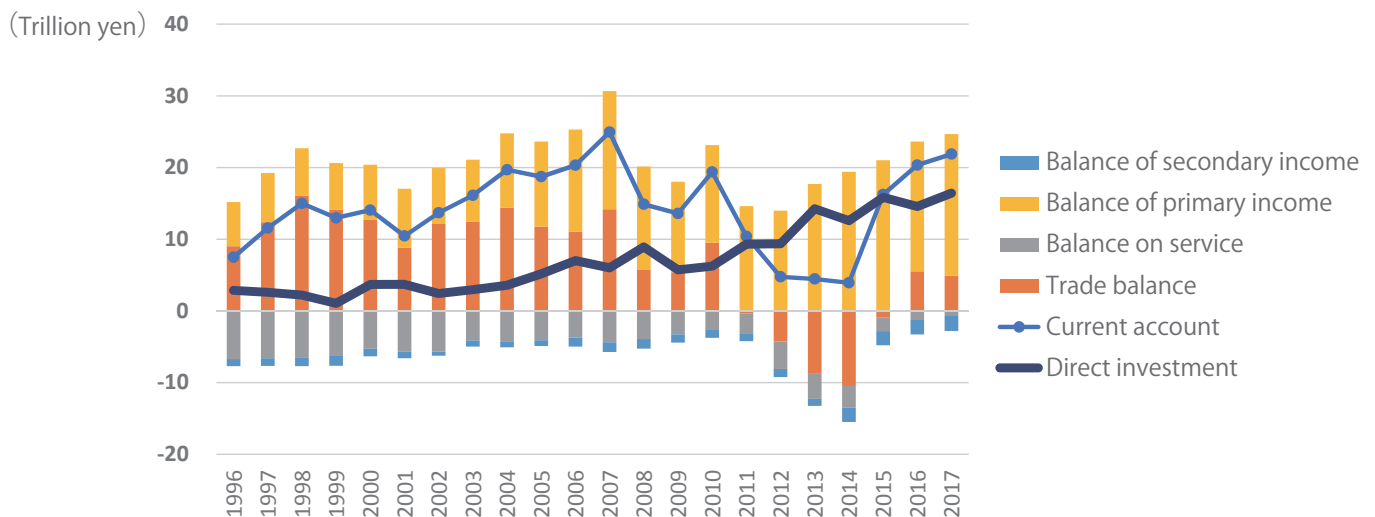


Figure 7 Trend in balance of current account

Source: “Balance of Payments Summary” published by the Ministry of Finance (calendar year)

(2) Trends in the automobile industry

The Japanese automobile industry continues to do very well as an export industry. At present, many Japanese automobile manufacturers are highly profitable. However, they are earning their profits from expanded overseas production and increased sales in foreign countries, and it appears that neither production nor sales have increased inside Japan (Figure 8). In the Japanese domestic automobile market, light automobiles built under special standards sell well. However, domestic production overall is stagnant, therefore labor unions cannot increase their bargaining power. For example, the domestic production rate for Nissan and Honda has already decreased to below 20%.

On the other hand, three communications carriers, Softbank, NTT DoCoMo, and KDDI, gain huge operating profit now. But the enterprise union of these three carriers do not have enough power to lead a wage increase.

3.3 Deteriorating compensation in the Japanese employment system

The comparative advantage of large manufacturing companies, which are regarded as the core of the Japanese employment system, has weakened, and this weakened comparative advantage is thought to

be a major factor in the deterioration of compensation in the Japanese employment system. This has created a mismatch between “how to be worked” and compensation, which is attributable to the introduction of a function-based wage system. What can be observed lately is the shrinkage of various differences attributable to deteriorated compensation at large companies. Data are used to confirm this trend.

(1) Deterioration of compensation

Differences in compensation due to company size remain the same, but the wage curve by age group has clearly become flat. In particular, the difference increased for people up to the first half of their 30s, but it began to decrease for people beyond 40. This shows that the wage advantage based on service years in large corporations has decreased considerably (both the figure and the table showing this data have been omitted).

The wages of regular male employees in their 30s and 40s have not recovered to the level attained in 2005 yet, although the average of all regular employees has returned to this point (Figure 9). The age groups that were affected the most are the group between 35 and 39 years old and the group between 40 and 44 years old. Surprisingly, however, the wages of those in their 50s increased, though the increase was

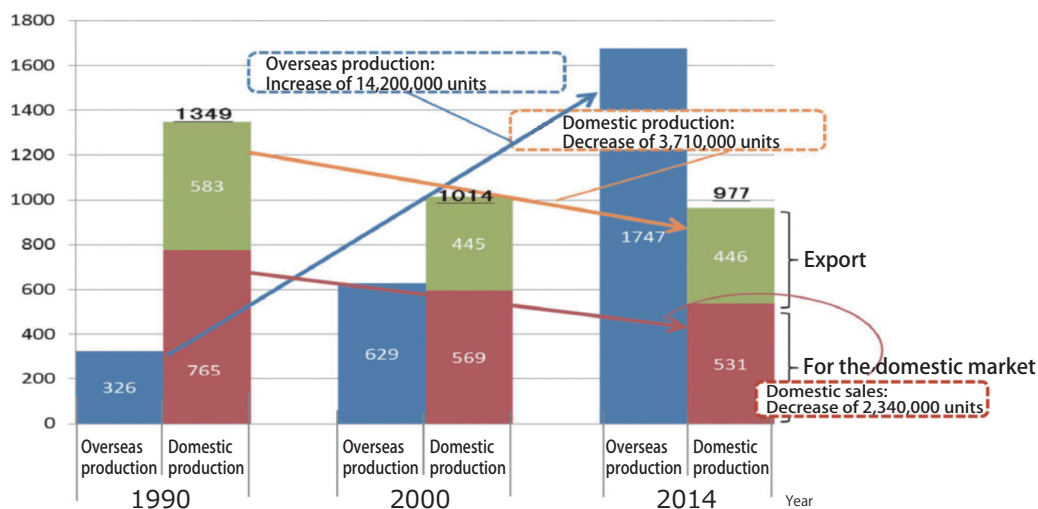


Figure 8 Stagnant domestic automobile sales and increasing overseas production

Note: "For the domestic market" = "Domestic production" - "Export"

Source: "Structural Changes and Responses to them in the Automobile Industry" published by the Automobile Division of the Manufacturing Industries Bureau of the Ministry of Economy, Trade and Industry in November 2015

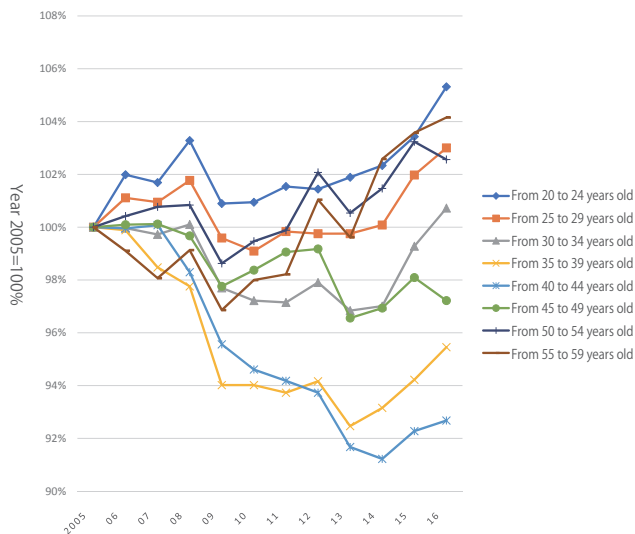


Figure 9 Rate of increase-decrease of regular employees' scheduled wages (male)

Source: Compiled from the "Basic Survey on Wage Structure" published by the Ministry of Health, Labour and Welfare

small. An explanation for these facts may be that employees who were supposed to be promoted to management positions did not receive these promotions and were thus forced to stay in their position in the low wage category, while those who had reached a certain wage level or were already in management positions when a performance-based system was introduced did not see significant decreases to their wages. In either case, male mid-career employees may have had strong feelings that their living standard became significantly worse. On the other hand, such a trend does not apply to female employees, and the gender gap shrank, though only by a small amount. Both the figure and table for this explanation have been omitted.

In addition, the retirement benefits decreased, and it is very clear that in large companies non-statutory benefit cost shrank and their health insurance associations have very little in reserve due to increased medical costs for the elderly. At the same time, expenses for off-the-job training decreased, and those for on-the-job training were apparently greatly reduced, although numerical values that would corroborate these facts are not available.

(2) Mismatch between "how to be worked" and compensation resulting from the spread of the function-based wage system

Because of the spread of the so-called "function-based wage system" in the 2000s, evaluation now plays a greater role in wage determination, while age and service years have become less important. This trend toward using personnel appraisal more to evaluate compensation seems to have strengthened the desire of employees to develop their abilities. This is because compensation based on performance and function has become the most common approach. However, the methods of "putting employees to work" have remained unchanged. That is, companies transfer their employees to new jobs as they did in the past in an all too indifferent manner. Employees who are serious about developing their own abilities and advancing their careers are transferred to unfamiliar jobs and evaluated on the basis of their performance in the unfamiliar job. This is why many workers become tired of working. The phrase "loyalty to the company" has become obsolete, and motivation continues to decrease. This situation is clearly reflected in the increasing turnover rate of male employees at large companies (Figure 10).

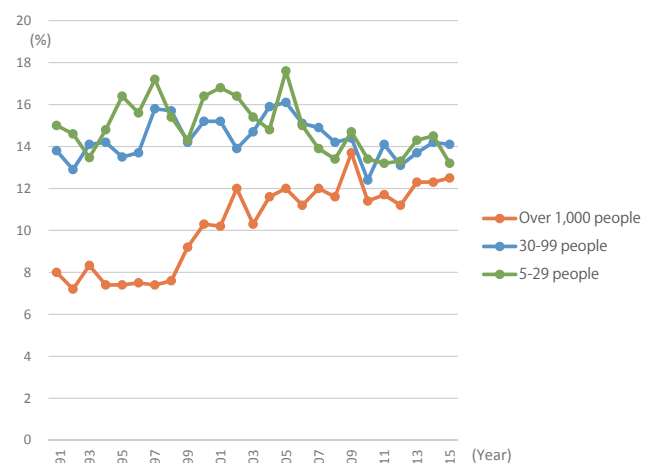


Figure 10 Trend in turnover rate (male)

Source: The Survey of Employment Trends published by the Ministry of Health, Labour and Welfare

3.4 Growing presence of wage flexibility ¹

There is a seemingly self-contradictory argument that wages have not increased despite the annual wage increase. What is the reality? What must be considered here is the wage cut function intrinsic to the regular wage increase system.² It should be noted that the regular wage increase system is characterized by the difference between a company’s perspective from the point of view of labor costs and the employees’ perspective from the point of view of wages. For example, a “suspension of regular wage increase” means freezing the wage from the viewpoint of each employee, but it means a considerable “reduction of labor costs” from the viewpoint of a company. This flexibility of

interpretation of wages is rather attractive to companies. At the same time, the “wage increase” of a “regular wage increase” is a wage increase for each employee on the condition that the structure of the distribution of employees by age remains the same. That is, it is simply a regular wage increase, but the labor costs to a company remain the same. This is why when a wage increase agreement is reached in the spring labor offensive it does not necessarily mean a wage increase for all employees. In particular, a large number of the baby boom generation retiring helped companies decrease their labor costs considerably. This is clearly shown in Figure 11. Although the published rate of wage increase has been 2% on average since the 2000s, existing

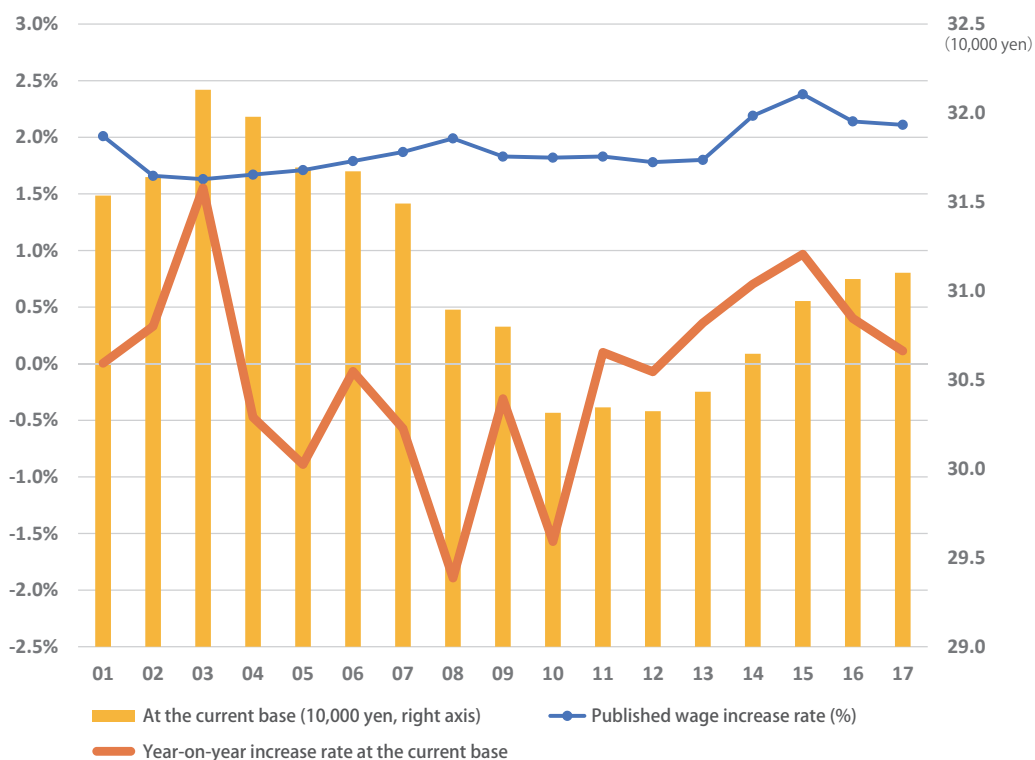


Figure 11 Spring labor offensive and wages

Source: Compiled from the “Trend in Spring Wage Increases at Major Public Companies in 2017” published by the Ministry of Health, Labour and Welfare

¹ Generally, the most notable terms appearing in the discussion on wage flexibility are “bonus” or “lump-sum payment.” (The former is the term by firms and the latter is by labor union.) “Bonuses” or “lump-sum payments” have been increasing lately, although they previously showed a consistent downward trend and in particular decreased in 2009 when the world was affected by the Lehman Shock. “Special pay such as bonuses” for regular employees of companies with more than 10 employees showed an increase of about 17% in 2016 as compared with that in 2009. (“Basic Survey on Wage Structure,” 2010 and 2017 editions)

² In addition to these two issues, decreased bonuses and a decreased average wage caused by the retirement of the baby boomer generation should be discussed. However, both are beyond the scope of the present work.

average wages at large companies decreased considerably. This is why wages in the same age bracket decreased every year in the 2000s. In reality, the wage increase in 2017 as a percentage was nearly zero.

3.5 Labor unions placing importance on employment

Enterprise unions strongly tend to place importance on employment that can be realized by the continuing existence of a company instead of immediate wages. The background of this tendency is a deep-rooted medium- to long-term stability orientation of union members. Members in their 30s and 40s who are the major players of enterprise unions want their companies to be secure until their retirement age. The medium- and long-term prosperity of the company is in the interests of both the company and union members. This is because union members wish their company to increase in strength. Accordingly, they do not make unreasonable demands even when the company earns a fair profit. They seek to protect their livelihoods. For this reason, unless their feelings about the security of their company grow considerably stronger, they do not take action to request a wage increase.

Conclusion

Using macroeconomic data, this paper discussed hypotheses for why wages do not increase in Japan despite the low unemployment rate. Discussions were conducted against the background of the weakening export industry, which has been taking the initiative in wage increases, the weakening labor unions of large

companies as major actors in demanding wage increases as domestic production decreases (and the resulting “desire to protect their livelihoods”), the absence of new actors that can drive to raise the wage, and the tendency of corporate managers to place importance on stock dividends and internal reserves in the globalizing economy. The mechanism of “wage flexibility” works under these circumstances. As a result of interactions between these complicated factors, wages remain stagnant against the background of the low unemployment rate in Japan.

Furthermore, three trends seem to be at work in this problem: an increasing supply of non-regular employees due to Douglas-Arisawa’s law, which states that the restriction of wages of husbands who are regular employees motivates wives to work as non-regular employees; the continued existence of a certain level of wage difference caused by an increased supply of non-regular employees; and the loop wage adjustment mechanism that this continuous wage difference restricts wages of regular employees. This is part of the cause of the rapid increase in the female employment rate that has been observed recently.

The depletion of the supply of non-regular employees is necessary for a substantial wage increase to be realized, and the increasing rate of female labor confirms this trend. If the inflow of foreign workers grows more substantial, it is highly likely that they will be a source of low-wage labor. In fact, the Japanese government is seeking the expansion of the “the Technical Intern Training Program for Foreigners” and the introduction of a new residence qualification.

Program and abstracts, JASPS 136th 2018 Autumn Biannual Conference

May 26-27 2018, at Saitama University, Saitama

DAY2 (May 27 2018) : Plenary Session

Plenary Session(abstract)

Income policy: Current State of the Art

“Income policy” used to be understood to be policies to restrain workers' incomes, and particularly, state policies to make wage growth less than the growth of labor productivity. Discussed extensively between the late 1960s and the 1970s, income policy affected wage settlements in the spring wage offensive that began in the mid-1970s. These policies resulted in stagnant nominal wages and a decline in real wages. In contrast, the current government has advocated policies to raise wages, which can be referred to as “inverse-” income policies.

The plenary session aims to highlight the current status and challenges of new income policies for increasing wages and securing workers' income, in contrast with income policies implemented for restraining wages in the era of inflation. It focuses on wage policies, single mothers, and the relation between income policies and social security policies. The session also considers these issues in reference to the minimum-wage movement in the United States.

*Thanks to the cooperation of the Saitama Information Center for the Deaf, we will display summarized transcripts of the discussions and comments in the plenary session.

Wage Policy: recent wage trends and inverse incomes policy

Norio HISAMOTO (Kyoto University)

Incomes policy is a state intervention in labor-management negotiations over the wage, and it is a policy which tries to curb the wage increase in the battle against inflation. It is also known as nominal income (wage) suppression policy. On the other hand, the wage policy of the Japanese government in recent years has been state intervention in labor negotiations trying to increase wages against deflation, that is, a nominal income (wage) promotion policy. In this sense, it is appropriate to call it the interventional wage increase policy, or simply, the “inverse incomes policy.” The question we would like to address is, why has the government taken such a historically unusual policy as this one?

In this report, we will examine the wage trends of recent years and strive to grasp the mechanisms of wage determination in modern Japan. Then, from the point of target, we will divide the “inverse incomes policy” into (1) the minimum wage increase policy and (2) the standard wage increase policy, and discuss their progress, significance, and limitations.

Analyzing the effects of policy on low wages and poverty among single-mother households

Yuko TAMIYA (Kobe Gakuin University)

Though the new children and child-rearing support system started in April 2015, the issue of children waiting for admission into nursery centers persists and the lack of nursery teachers is still a serious problem. A blog post titled “I couldn’t get day care—die Japan!!!” made headlines in 2016.

Although Article 24(2) of the Child Welfare Act states that “a municipal government shall, when the guardian applies, provide daycare to children in a nursery center,” the new children and child-rearing support system decreases the public responsibility of nursery centers due to the direct contractual agreement between a nursery center and the user (parent). The purpose behind the introduction of the new system is the marketization of childcare policies to promote the entry of private companies. In this report, I will focus on the problem of the lack of nursery teachers and attempt to clarify the reality behind childcare work on the basis of the responses to our questionnaire. In addition, I would like to raise an issue about the labor policy the government is going to advance as a nursery teacher securement measure.

Changes in the Linkage between Wages and Social Security Benefits in Japan

Atsuhiko YAMADA (Keio University)

In this study, we examine a linkage between wages and social security benefits in Japan. A balance among the minimum wage, basic pension, and social assistance is crucial for an effective minimum income security. The evident characteristics of Japan’s minimum income security are twofold. The level of the minimum wage compared with the average wage in Japan is low, and its level is close to the basic pension or social assistance relative to other OECD member countries. To explain the origin of these characteristics, we must first describe the historical change in the definition of wages in social security benefits. Second, we must describe the minimum incomes applicable for employees’ social insurance. Finally, we examine how the change in minimum income level introduced by the latest reform impacts the number of applicants for employees’ social insurance.

How Significant Minimum Wage Hikes Became Reality in the United States: A labor movement in solidarity with community

Hirohiko TAKASU (Hosei University)

The purpose of this report is to identify the ways in which significant increases in the minimum wage have been achieved across the United States in recent years. Due to neoliberal globalization and attacks by employers in the 1980s, the US labor movement suffered a sharp decrease in union density and faced the possibility of extinction as a result. After many trials and tribulations, the labor movement discovered a way forward through cooperation and fighting alongside local communities in what has been called “Social Movement Unionism.” By focusing on local issues, campaigns to pass living wage ordinances and organize immigrant, low-wage workers, social movement unionism has strengthened the ties between the labor movement and the community. In 2011, Occupy Wall Street brought attention to the growing inequality and poverty in the country, catapulting into the national conversation the question of how to bridge the divide. A year later, in 2012, fast food workers and Walmart employees set off a nationwide strike, calling for a wage of \$15 an hour and the right to unionize. Such efforts, in which the labor movement worked in tandem with the community, became the foundation for the Fight for \$15 movement. Working closely with other movements led by low-wage workers, Fight for \$15 expanded, making increases in the minimum wage a reality in many parts of the country.

DAY1 (May 26 2018) Special Theme Session, International Exchange Session, Paper Session, Doctoral Thesis Session

Special Theme Session

Special Theme Session 1: A Labor Studies Perspective on Welfare Studies

As a reflection of the deepening poverty in Japanese society, the welfare and labor sectors have been rapidly becoming interconnected in recent years. The following two functions of the welfare and labor sectors are considered to be particularly important: the safety net, which assists those unable to support themselves through the labor market, and self-reliance support, which paves the way for the needy to return to the labor market.

However, since welfare researchers have tended to primarily focus on welfare systems and assistance methods, not much research has been conducted from the perspective of labor studies. This section examines issues in social welfare from the perspective of labor studies.

The first discussion analyses a much-debated issue of noncompetitive employment from the labor studies point of view. The second discussion is a paper focusing on the effects that the laws on self-reliance support have had on social welfare workers. The third discussion shows the relationship between the development of the welfare system and labor.

A case study on the relationship between noncompetitive employment and the labor market

Haruki KONNO (Graduate School of Social Sciences, Hitotsubashi University/POSSE)

In recent years, as the government has begun promoting “self-reliance support” for those in need, welfare organizations have begun to adopt noncompetitive employment, which is employment that is separate from the general labor market, as a tool to support them. Researchers have primarily focused on the issues of support techniques and the effects of the implementation of the policy within the framework of “self-reliance support.” However, it is necessary to analyze the issue further from the perspective of labor studies.

One of the important arguments raised in labor studies is that labor laws should be applied to noncompetitive employment. I agree with this argument. In addition, I argue that it is essential to discuss the effects that noncompetitive employment has on the adjustment of supply and demand in the labor force.

This research analyses noncompetitive employment through the observation of actual cases of it. First, this report shows actual cases of intermediate employment. Second, it examines how the exemption of noncompetitive employment from labor laws affects the general labor market. Third, it presents the effects such employment has on supply and demand adjustment in the labor market.

A case study on the effects of the Act on Self-Reliance Support for Poor and Needy on welfare organizations

Hiroto WATANABE (Graduate School of Arts and Sciences, Tokyo University)

Since the Act on Self-Reliance Support for Poor and Needy was put into effect in April 2015, local governments have established new divisions specializing in supporting those in need. Some of these divisions, under the self-reliance assistance counseling program, are operated directly by local governments, while others are outsourced to the private sector, such as social welfare corporations, local offices of the Council of Social Welfare, and other private not-for-profit welfare organizations that have had progressive welfare assistance programs.

The purpose of this research is to show how assistance processes such as welfare workers' assistance methods and labor processes are affected by the types of outsourced organizations. Case studies were conducted on organizations that had begun supporting those in need before the Act was established. The research shows that the outsourced welfare organizations under the Act are more inclined to have a tendency to operate as "subcontractors" of local governments.

Expansion of the concept of poverty and fostering "communality" by the labor movement

Nobuo SHIGA (Otani University)

In recent years, the so-called "rediscovery of poverty" has been made in Japan. Nonetheless, the standard for livelihood protection has been gradually lowered since 2013, and a further reduction is planned in December 2017. As pointed out in previous research, one of the causes of this situation is that there is a gap between public opinion and the views of experts in the understanding of poverty problems.

This report starts with the hypothesis that the cause of this gap lies in the insufficiency of social movements to foster "communality" in civil society. The social movement targeted here specifically is the labor movement. "Communality," simply put, means expressing companionship as citizens in civil society. In order to support this hypothesis about the cause of the gap, this report confirms the relationship between the history of the expansion of the concept of poverty in the UK and the history of the labor movement, and furthermore shows in that relationship how communality among citizens has been fostered.

Special Theme Session 2: Is work without an employment relationship a flexible way of working?

In March 2017, the Abe administration announced the "Action Plan for the Realization of Work-Style Reform." The Action Plan states that promoting teleworking, side jobs, and moonlighting will help to bring about a society in which people can flexibly adjust their work to match their life stages, including periods of childbirth, childcare, and nursing care.

In March of the same year, the Ministry of Economy, Trade and Industry (METI) presented its Research Group Report on "Ways of Work Not Based on Employment Relationships." The report argues that, in an "era of 100-year lives" made possible by the Fourth Industrial Revolution and the declining birthrate and aging population, workers need to utilize flexible work styles in accordance with their own life stages. The report, citing a survey of 4000 workers not reliant on employment relations, notes that 60% wish to continue their current work as is or enlarge its scope. About 50% of those workers are satisfied with their current work, while about 20% express dissatisfaction.

Furthermore, last October, the Ministry of Health, Labor and Welfare (MHLW) launched the Study Group on Ways of Work in Employment-Like Statuses, a first step toward investigating the legislation necessary to change employment practices.

This session will investigate the conditions of disabled persons and single mothers performing telework at home; policies protecting independent contractors; and worker rights in the sharing economy. Then, we will examine whether "Ways of Work in Employment-Like Conditions" offer the flexibility required to continue working through different life stages, including childbirth, childcare and nursing care.

The Actual Conditions of Home Teleworkers Who are Single Mothers and Disabled Persons: From an Interview Survey of Home Teleworkers

Tsuyoshi TAKANO (Ritsumeikan University)

The Abe administration has enacted the "Action Plan for the Realization of Work-Style Reform."

The Action Plan states that promoting teleworking, side jobs, and moonlighting will help to bring about a society in which people can flexibly adjust their work to match their life stages, including periods of childbirth, childcare, and nursing care. Recently crowdsourcing companies have been listed on the TSE Mothers and home telework is now considered a flexible new way of working within the rubric of the so-called “era of 100-year lives.”

In this report, based on the results of interview surveys with single mothers and disabled people who work at home, I consider whether home telework actually does offer the desired flexibility during life stages such as childbirth, childcare and nursing care.

Specifically, I conducted interview surveys with disabled persons registered with home telework support organizations. I also intend to conduct interview surveys with single mothers who have taken the telework training program. By doing this, I will clarify the actual situation of disabled persons and single mothers pursuing telework at home.

What Kind of Protective Policies are Necessary for Dependent Contractors: Focusing on the Construction Job Category

Tepei SHIBATA (Iwate Prefectural University)

Though work hours are not fixed and the income is low, dependent contractors are not subject to labor laws. The Abe administration has enacted the Action Plan for the Realization of Work-Style Reform. This administration aims to expand the “Ways of Work Not Based on Employment Relationships” program. In this situation, protective policies for dependent contractors are an urgent issue.

However, there are almost no protective policies for dependent contractors in Japan. Dependent contractors have had to fight to win rights as employees by filing lawsuits. If a dependent contractor loses the court case, he or she will be denied these rights even if he or she has worked for a very long time with a very low income. This study considers the possibility of having new protective policies that do not require such court trials.

On the basis of an analysis of court rulings, this report will specify the conditions under which the court has recognized dependent contractors’ rights as employees. The number of dependent contractors who meet such conditions as specified by court rulings is then estimated.

The Sharing Economy and Workers’ Rights

Yoshihito KAWAKAMI (Tokyo Kyodo Law Office)

It is said among the Japanese government and the Japanese media that the sharing economy will exert positive effects on the Japanese economy and will diversify workers’ ways of working. However, in Europe and the USA, platform workers have filed several lawsuits demanding employee or worker status, helping to turn this issue into a social controversy. This report will explore the nature of the sharing economy, and discuss how workers should be protected.

Special Theme Session 3: The Current Status of Labor Relations in Universities

We, researchers on labor studies as members of the Society for the Study of Social Policy, usually observe and study problems in employment labor, including working conditions and industrial relations, objectively. Many of us are, however, salaried or wage workers employed by universities or candidates for such academic posts at the same time. Furthermore, issues of labor–management relations in academic institutions are gaining importance under the contemporary transformation of the industrial structure.

The contexts of labor–management relations in universities have characteristics similar to those in other industries, such as the need for cost reduction and the expansion of non-regular employment. However, the transformation of national universities into independent administrative agencies and the rapid decline of the university-age population constitute contexts unique to the labor and management of universities.

In this session, we intend to discuss the current state of labor relations in higher-education institutions through case studies of labor relations in a public university and a labor dispute in a private university.

Labor-management relations in corporatized public universities—the case of Tokyo Metropolitan University

Kihei KOBAYASH (Tokyo Metropolitan University)

National university corporations (kokuritsu daigaku hojin) are established through laws enacted specifically to govern them, but corporatized public universities (koritsu daigaku hojin) present a special case because they are governed primarily by the Local Independent Administrative Corporations Law. They are licensed as corporations by the Ministry of Internal Affairs and Communications, but as universities are under the jurisdiction of the Ministry of Education, Culture, Sports, Science and Technology.

This report discusses labor-management relations in corporatized public universities, using Tokyo Metropolitan University as the main case. The report introduces the major issues negotiated by labor and management at the university since the time of its establishment in 2005. The union has called on the university to completely eliminate time-limited contracts, convert all non-regular (hijokin) staff into regular employees, and stop dismissing temporary (rinji) instructors through non-renewal of their contracts (yatoidome).

In many cases, the negotiating partners for unions in public universities and corporatized public universities are staff members sent by local governments. Therefore, many rules from private sector labor–management relations are not applicable, which is why negotiations frequently run into problems. I also note the problem that many labor unions in small corporatized public universities are hindered by past legacies. Prior to the corporatization of public universities, employees were civil servants with protected employment status, and many unions were social or mutual-aid-type organizations. In these unions, there is often no correlation between organization rates and bargaining ability.

The Peculiar Characteristics of Labor Relations in Private Universities Today

Kunihiko SHIRAI (Aoyamagakuin University)

This presentation discusses a labor dispute that reveals peculiar characteristics of labor relations in private universities. The dispute at A Gakuin was caused by the university's proposal to reduce the amount of the bonus (ichizikin).

The reason that this particular case is being taken up here is that the presenter of this report was a participant observer of this labor dispute from the side of the labor union. Another reason is that this dispute is a typical case of reduction in the standards of working conditions commonly observed at private universities.

This presentation first examines the labor dispute in detail, showing peculiar characteristic of labor relations at A Gakuin. On the basis of this case study, it then presents hypothetical characteristics of labor relations in private universities in general.

International Exchange Session

International Exchange Session: The “welfare society” and family policy in China

Since the beginning of the 21st century, China has rapidly developed pension, health insurance and public assistance systems for the entire population, and a framework of a social security system has been established to some extent. However, the aging of the population and the decline in the birthrate have occurred much faster than in Japan, and academic interest in welfare services and family policy has increased in response to this. The “one-child” policy that had been in effect over the course of three decades as a national policy was greatly relaxed, but problems caused by a lack of qualified nursery services and childcare support are emerging.

In this session, we invite two researchers representing research on social policy in China to introduce the latest trends in social policy and research, focusing on the keywords “family” and “welfare society.” For China, which is becoming the preeminent superpower of the 21st century, the questions are, what are the central concerns in regard to social problems, where is China’s social policy heading, and what are the similarities and differences to Japan’s experience? We would like to discuss these questions and invite comments from these two experts.

The ‘Welfare Society’ in China

Min gang LIN (Center for Social Security Research, Nanjing University)

In the past decade, the idea of a “welfare society” has become an important topic in the field of social policy research in China. At present, China is at a new starting point in its historical development. The advent of China’s welfare society is mainly manifested in the following aspects: “appropriate universality” has become the main concept in social policy; social spending has continued to grow rapidly; funding has begun to be provided through the multi-sharing mechanism; “universal coverage” has become an institutionalized feature, and the “desire for a better life” has become the consensus goal of the entire society. Sustainable development in the field of social welfare is a key issue if China is to move from not only being a large power but also a strong one. As an important symbol of building a Xiaokang society, attaining a “welfare society” with Chinese characteristics will mainly be reflected in the realization of a virtuous circle of national economy and social welfare, the promotion of welfare benefits reform, active investment in human capital, especially in children and families, and establishment of a “social service country.” From the perspective of development, this article proposes the concept of a “new welfare society.”

Family Transformation and Family Policy Research in China

Ke SHEN (School of Social Development and Public Policy, Fudan University)

During the past half century, with the rapid decline in birthrate, acceleration of urbanization, and changes in traditional values, Chinese families have become smaller and the family structure has diversified. The proportion of single-generation households has increased significantly, and the traditional family support for the elderly has declined. These changes replicate the path already experienced by Western developed countries. Since the 1990s, the family policy of Western countries has emphasized the responsibilities of families while at the same time providing developmental welfare support to families using a strategic approach. In contrast, Chinese family policy is still lacking in many areas. This study systematically reviews the transitions in family size and family

structure in China, discusses family-related policies in China, and finally makes policy proposals based on the experiences of Western countries.

International Exchange Session (JASPS-LERA Joint Session): Rise of New Ways of Utilizing Labor without an Employment Relationship and the Limits of the Current Form of the Labor Laws

This International Exchange Session, held every two years as a part of a series of academic exchanges between LERA (the Labor and Employment Relations Association) and JASPS (the Japan Association of Social Policy Studies), aims to facilitate dialogue between scholars with similar research interests from the two academic associations. The two presenters in this session examine trends in labor markets in the United States and Japan toward utilization of labor without an employment relationship, shedding light on how companies try to reduce labor costs and evade the responsibilities of employers by hiring (in)dependent contractors whose working conditions are not much different from those of employees. The presenters also discuss the implications of the new ways of utilizing labor for labor laws and public policy.

The Withering Away of the Traditional Employment Relationship: Reality and Implication for Labor Law

Janice R. BELLACE (Wharton School - University of Pennsylvania)

The basic economic fact is that capital needs labor, to make products and performs services. This has always been the case. But industrialization heightened workers' awareness that capital buys labor (a cash-for-work transaction). The market economy drove the cost-cutting nature of capital; that is, capital buys no more labor than it needs, for no longer than it needs, and it shifts risk to labor or other entities where possible.

The grim existence of workers who confronted harsh and dangerous working conditions in the first stages of industrialization led to a move in the law from a master-servant orientation to an employer-employee orientation. The law accepted that there no longer was a status relationship where certain obligations on both sides could be assumed. In its place, the law now saw a bargain whereby the employee agreed to work for the employer for a certain wage. But the contract of employment was not deemed to have any other enforceable promises unless they were expressly stated. Since factory workers individually usually had no bargaining power, the contract of employment served as legal backing for the workers' weak position.

Throughout the 20th century, much regulation was introduced by the state with the aim of establishing security of employment, either through regulation, collective bargaining or government suasion. The legislature also established a social safety net (income security) in cases of unemployment or disability. Laws were aimed at the "employer" and were enacted by legislators who had in mind "the modern company." Heightened global competition led to companies focusing on cutting costs, including labor costs. In the 21st century, capital is seeking to return to basics: to pay only for work done, nothing more. Labor law's narrow focus on employee status as the hook on which to hang compensation obligations has incentivized companies to devise ways to utilize labor without creating an employment relationship. New technologies have accelerated this trend. Labor law must change if workers in the Information Age (digital economy) are to have reasonable job and income security.

The current state of dependent contractors and policy issues in the construction industry in Japan

Tepei SHIBATA (Iwate Prefectural University, Faculty of Social Welfare)

Since the beginning of the 21st century, the utilization of dependent contractors has been

expanding in many countries. The reason for this is that enterprises are reducing their labor costs while societies are undergoing neoliberalesque deregulation. In Japan, a variety of industries employ dependent contractors, but the number is largest in the construction industry. In this industry, the number of dependent contractors whose actual working conditions are similar to those of employees but who are excluded from labor law protections has increased since 2000.

I examine the disadvantages dependent contractors experience due to their exclusion from labor law protections, especially with regard to their labor standards and the stability of their employment. I then discuss what policies are required to improve their poor working conditions. On the basis of my analysis of dependent contractors in the construction industry, I also consider policy implications for the protection of dependent contractors in Japan in general.

Paper Session

Paper Session 1: Theory and History of Social Policy

Kazuo Ohkouchi's ideas of "welfare" (kousei) and "new social policy" (atarashii shakai seisaku)

Ryoichi TANAKA

This presentation examines Kazuo Ohkouchi's two conceptual extensions to social policy. Ohkouchi twice extended the target of social policy, initially to the laboring class and then to the trans-class nation. The first such extension was the idea of "welfare" (kousei) during wartime; the second was the idea of a "new social policy" (atarashii shakai seisaku) that arose in the 1970s. This presentation interprets his above-mentioned ideas as two different facets of "the end of history," a term defined herein as a manner of thought that frames and understands history as a struggle between those who labor and those who are liberated from labor, and that interprets the end of this struggle (the end of class struggle) as "the end of history." Within the above framework, this presentation discusses the continuity and discontinuity between Ohkouchi's ideas of "welfare" and "new social policy," thereby offering an interpretation that differs from the generally accepted idea that Ohkouchi's arrival at the idea of the "new social policy" in his later years was a mere consequence of his withdrawal of his earlier theory.

The Social Security Council and Social Welfare Administration of the Amagasaki City Government: A Focus on their Development from 1955 to 1964

Koichi HIRAOKA (Ochanomizu University)

The Social Security Council (SSC) of Amagasaki City in Hyogo Prefecture in Japan, which was established in 1955 through a city ordinance, published over 30 reports in response to inquiries from the city's mayors during the period from 1956 to 1964. These reports covered a wide range of welfare and labor problems that went beyond the narrow administrative concept of social security. In addition, the SSC actively conducted survey research on these problems. It had no comparative examples among advisory councils established by other municipal governments during that period. This study first examines the major characteristics of the reports published by the SSC. Then it analyzes the background behind the establishment and development of the SSC and the relationship between its development and that of the social welfare administration of Amagasaki City. Finally, this study discusses the historical significance of the activities of the SSC, focusing on its connections to the progressive mayors of this city and one of the governors of Hyogo Prefecture, the message built into

the name of the council, its relationship to a nationwide campaign to introduce an old age allowance, and the emergence of policy-oriented schools in social policy and welfare studies.

Paper Session 2: Local and Employment

Policies on the employment of disabled people: How recent policies have affected small companies and what should be done in the future

Junko EMOTO (Prefectural University of Hiroshima)

This report reviews the history of policies regarding the employment of disabled people with a focus on small companies and addresses how recent policies have affected small companies and what should be done in the future.

Since the late 1970s, policies on the employment of disabled people designed for large companies have promoted the employment of disabled people. Although they have occupied a central place in the employment of disabled people since the 1970s, small companies remained outside the scope of legislation. In recent years, small companies have begun to be partly included within the scope of the legislation. Nowadays, as policies qualitatively change, all business owners—whether their businesses are large or small—must meet obligations such as discrimination prohibition and reasonable accommodation.

First, this report reviews the history of policies on the employment of disabled people, with a focus on small companies. Next, it studies how the recent policy changes have affected small companies, based on a survey of the employment of disabled people conducted by The National Conference of the Association of Small Business Entrepreneurs and other sources. Finally, it makes a proposal for future policies on the employment of disabled people.

Employment Structure and Regional Characteristics of Food Manufacturing Industry

Yusuke TAKAHASHI (Institute of Economic Research, Kyoto University)

In Japan, the industries that have played the largest part in job creation in rural areas are manufacturing industries, and the position of the food manufacturing industry within the overall economy has never been low. In this research, we will examine the importance of employment by the food manufacturing industry in rural areas, using individual data from the population census and the economic census. We will also examine how employment in the food manufacturing industry changed in the period before and after the Lehman shock. This report differs from previous studies because it empirically examines the characteristics of employment in the local food industry and economic fluctuations in the food manufacturing industry.

The findings show that the proportion of employees in the food manufacturing industry becomes higher as the DID (densely inhabited district) population ratio becomes lower, suggesting that employment in the food manufacturing industry plays a role in the regional economy. The findings, based on an analysis of individual data from the “Nationwide Short-term Economic Observation Survey” and the “Factory Site Trend Survey,” also suggest a relative stability in employment in the food manufacturing industry in the face of changing economic conditions. We also analyze trends in the proportion of workers in rural areas employed in the food manufacturing industry.

Recent Developments in the Regional Job Support Program in Osaka Prefecture: Analysis of Differentials Among Municipalities

Namie NAGAMATSU (Kwansei Gakuin University),
Shuhei NAKA (Japan Society for the Promotion of Science, The University of Tokyo),
Junri SAKURAI (Ritsumeikan University),
Masahiro ABE (Konan University)

Recently more and more people have been living in difficult economic conditions and have been having difficulties in finding jobs because of changes in the labor market, and there has therefore been an increased need for employment policies serving these needy citizens. In 2004, Osaka Prefecture launched the Regional Job Support Program, providing job search assistance and vocational training to such citizens. It has been implemented by all 43 municipalities in Osaka. This paper studied the Regional Job Support Program, focusing on differentials in policy developments among municipalities. We analyzed data from a survey conducted from September to December 2016 targeting section chiefs responsible for this program. We found that the environment of a municipality (the number of social welfare recipients and the degree of deindustrialization) as well as the structure of the assistance institutions (the size of the network of related institutions and whether local job placement agencies exist) had a significant relationship to the number of clients in a municipality. Based on these findings of the Regional Job Support Program, which has been implemented for over ten years in Osaka, we discuss necessary conditions for the development of regional employment policies for needy citizens.

Paper Session 3: Industrial Relations/Labor Management

A consideration concerning confrontations among members of the union within Zenhyakuren in the terminal phase

Kazunari HONDA (Kokugakuin University)

Strong conflicts occurred within Zenhyakuren, the Japan Federation of Department Store Workers Union organized in 1949, because the leftists within the union became more active. The intense labor disputes led by the leftists, such as the Mistukoshi dispute and the Iwataya dispute, led to the withdrawal of unions of big department stores from the Zenhyakuren and to the virtual disbanding of the federation in 1962. The traumatic experience of intense conflict within the federation (the so-called the Zenhyakuren allergy) created conditions for the subsequent development of union movement and industrial relations in the retail sector.

This report first shows that the “allergy” inhibited the smooth transition of unions in the retail sector to a new federation, Syogyororen (the Japan Federation of Commerce Workers Union, JUC). Second, even after its establishment, the JUC found it difficult to extend its organizing scope to other sectors in the retail industry such as chain stores. And third, the “allergy” hindered the formation of enterprise unions and an industry-level federation in the chain store sector.

A Study on the “Ant Tribe” Phenomenon in China: Research based on Small and Medium-Sized Private Enterprises’ Personnel and Human Resource Management

Xiaojing LEE (Meiji University)

Since Si Lian and his colleagues’ investigation into the phenomenon of the “Ant Tribe”—the Chinese version of the highly educated working poor—was published in 2009, the actual situation of this

“Ant Tribe” has become known to the world. The question arises, why are many university graduates, considered to be a very important human resource, still in a state of poverty while China has maintained a high rate of economic growth? If this status quo is not improved, it may bring some troubles to Chinese society. Thus, an illumination of the actuality of the “Ant Tribe” and the reasons for its formation have become important issues. Previous studies show that national policies, the educational system and the younger generation’s own consciousness are particularly important factors influencing the phenomenon of the “Ant Tribe.” However, previous studies did not pay attention to the fact that about 90% of the “Ant Tribe” work for small and medium-sized private enterprises. In this paper, the author conducted a study in which the employment information of medium-sized private enterprises in Beijing was collected and five “Ant Tribe” people were interviewed. The study examines the impact of the characteristics and problems of the personnel system, including the wage system, on the “Ant Tribe.”

Wage Problem in National Hospitals, 1945-1948

Takeshi NISHIMURA (Matsuyama University)

We discuss how labor and management bargained over wage problems in national hospitals after World War II. Because many of the private hospitals in Japan were destroyed, national hospitals played an important role in supplying medical services to people after the war. However, national hospitals also suffered from shortages of medical workers because their wages were low even though the job was dangerous, for example due to the exposure to infection. In this presentation, we reveal how labor unions and the Ministry of Health and Welfare worked to fix labor shortages in national hospitals.

Paper Session 4: Poverty and Social Security

Estimation of Demand for Home Medical Care

Ryuji SAITO (Osaka Sangyo University)

The Japanese Government is trying to promote an increase in usage of home medical care by 2025, when the baby-boomer generation reaches 75 years old. However, a good method for estimating the number of people who will need to receive home medical care, which would be the basis for establishing an effective home medical care supply system, has not yet been firmly established.

The purpose of this report is to clarify the estimation method and to estimate (by prefecture) the number of people who will need home medical care nationwide.

Each prefecture estimates its own medical demand when formulating a health care plan, but the estimation methods are all dictated by the national government. In the national government’s method, the medical treatment performed on the patient is estimated using the receipt data by the value (medical resource input amount) that derives from the volume of medical treatment fees. In this report, we examine the validity of the method of medical demand estimation dictated by the government and consider an estimation method using a human framework that does not rely on reception data.

Katsuhito KAJIWARA (Tokyo Metropolitan University), Aya ABE (Tokyo Metropolitan University), Yusuke AZUMA (The University of Tokyo/Japan Society for the Promotion of Science), Tota ISHII (Tokyo Metropolitan University), Fumina TANIKAWA (Tokyo Metropolitan University), Satoshi MATSUMURA (Tokyo Metropolitan University)

Who is Bashing Public Assistance: Some Empirical Evidence

This paper analyses people who criticize the Public Assistance System using empirical data on the perceptions of the public. The criticisms of Public Assistance have been widely shared by the public and have encouraged the recent reforms of the System. This so-called “Public Assistance Bashing” is quite often explained by the divide between the high- and low-income classes and the divide between the working poor and recipients of the assistance. However, empirical analysis of the people who are actually criticizing the system is rare. Kawano (2012) and Yamada (2015) are two exceptions where empirical data were used to analyze this issue.

This paper also uses empirical data on the public perceptions of the Public Assistance System, and expands the current literature by incorporating two concepts of “responsibility”: who is responsible for falling into poverty and who is responsible for solving the problem of poverty. This paper shows that a person’s ideas on these responsibilities underlies their perception of public assistance.

Truancy and child well-being

Tomoe NAITO (National Graduate Institute for Policy Studies)

This paper mainly attempts to analyze the relationships between the risk of truancy and child well-being.

The Ministry of Education, Culture, Sports, Science and Technology has been conducting research on truancy for a considerable amount of time, since 1992. However, the number of truant students remains high, and further validation of hypotheses on the reasons is required. For example, child poverty has been pointed out to be a risk factor for truancy, but it has not yet been empirically assessed. Thus, this analysis attempts to ascertain the connection between truancy and factors relating to child wellbeing, including poverty, parents’ circumstances, and the experiences of children in school.

For analysis I will use data from the “Tokyo Child Wellbeing Survey of 2016 (Tokyo Kodomono Seikatsu Jittai Chosa),” conducted by the Research Center for Child and Adolescent Poverty at Tokyo Metropolitan University. From this survey, we can grasp children’s perspectives on truancy risk, school situations, and various troubles they encounter. From survey data from their parents, we can also grasp the living environment of the children.

As the definition of poverty used for this analysis, the Child Deprivation Index of Japan defined by Abe (2017) is used to properly find households which are in poverty.

Paper Session 5: Welfare State and Gender

Report on Women’s Work–Life Balance in China—Based on Interview Surveys

Jia LIU (The University of Tokyo)

Current studies show an “M-shaped” female labor participation rate in Japan, due to the heavy childcare and housework burdens that prevent females from continuing their external jobs. Meanwhile, in China, where the concept that “men are in charge of earning money outside, and women are responsible for keeping the house inside” still prevails, females maintain a relatively high labor participation rate and dual income rate, even during their child-rearing period. What are

the reasons behind this? To discover the reasons, in September and October 2017, interview surveys were conducted in China's urban areas for this investigation. Interviewees are Chinese females with their youngest child aged six or below. Our results show that grandparents assisting with the child-rearing process is the most important factor enabling Chinese females to maintain the high rates of labor participation and dual income. Another important factor is husbands sharing housework with their wife at home. In addition, the intention of mothers to return to work after giving birth, instead of becoming a full-time housewife, is said to be the realization of self value and the maintaining of a social network. The number of females who convey the intention to continue to work in order to contribute money to the family income is fewer than expected. With a major focus on the survey results, this report also discusses topics including policies relating to giving birth and childcare services in China.

Governance Mode of Social Corporations

Satoshi TAKAHASHI (Iwate Prefectural University)

Discussions of social solidarity and inclusion in welfare state theory are based on the recognition that when an individual forms relationships with the social order, it is possible to achieve both freedom and autonomy for the individual and mutual benefits for society. This paper first provides a basic definition of social cooperation based on the cooperative behaviors in collective action theory (theoretical sociology) and the concepts of cooperation in political theory, and then discusses methods for developing this into a realistic policy theory.

The approach of this paper is to ask, "When each individual wishes to cooperate, how can preparations be made collectively—preparations that no individual can accomplish alone—so that cooperation is meaningful?" This problem becomes more important in situations where the relative level of inclusivity is declining as a result of social change. While emphasizing the importance of a social dilemma perspective, which focuses on conflicts between prosocial pressures within society as a whole or between communities, this paper links this perspective to legal arguments that construct opportunities for cooperation from the direction of both externalities and freedom of association.

It furthermore demonstrates how these legal arguments can be developed into a policy theory of "collective protection of rights through function-differentiated membership" by giving examples from education, employment, and housing.

The Reorientation of Policy in the Japanese Reproductive Regime

Jihoon KIM (The University of Tokyo)

Recently, there have been some heated debates over the acceptance of foreign workers in various fields. The Japanese government recently allowed foreign domestic workers to enter the country, and now there are also more options for foreign care workers. In this article, I consider recent arguments around the issue of foreign workers and the resulting policy changes in Japan, regarding these policy changes as a change in the welfare state. By focusing on the policy ideas, this article demonstrates how foreign worker policy debates relate to the reorientation of policy in the Japanese reproductive regime.

In the case of domestic work and elderly care services, growing tendencies toward marketization and globalization have been seen. The division of labor along gender roles has not been the main issue in these debates, even though gender equality and socialization are the key policy ideas. In addition, foreign workers are not allowed to work in the area of child care. Generally speaking, a variety of the familialistic orientations of policies in domestic work, elderly care, and child care are confirmed.

Doctoral Thesis Session

Doctoral Thesis Session 1

Masao YAMASAKI (Hosei University)

Succession of intuition and pertinent engineering experience in an ageing society with a low birth rate

Atsushi KAKIZAKAI (The Gibraltar Life Insurance Co., Ltd.)

Management Strategy and Human Resource Management of a Foreign-Affiliated Company: A Case Study of a Life Insurance Company in Japan

Harumi OBI (Nayoro City University)

A Study on the Structure and the Function of Nursery School Teacher's groups—The Problems with Increases in Non-Regular Nursery School Teachers

Chikara SUZUKI (Hitotsubashi University)

The development of labor-management relations and labor movements in the port industry

Tsuneyuki TANAKA (Tokyo Employers' Organizations)

Compensation Policies of Japanese Employers' Organizations (NIKKEIREN)

Doctoral Thesis Session 2

Naoto FUKUDA (Institute of Social Science, The University of Tokyo)

Aspects of "Neoliberalism" in the German social state: Consideration of the financial reorganization by the second Red-Green coalition government

Megumi SAKAI (Ryukoku University Junior College)

Study on the Child Rearing Allowance System: Analysis of the discussion process on the allowance amount in the Diet deliberation

Saori WATANABE (Meiji Gakuin University/Japan Society for the Promotion of Science)

A Study on Rare Diseases Policy in Japan: Public Expenditure Medical Care by Diseases-Category-Based Model