

Global Focus on Knowledge/Winter Semester 2008

Living in Globalized Society

Economic Globalization and People's Livelihood
"Changing Labor Market: Diversified Ways of Working"

The University of Tokyo
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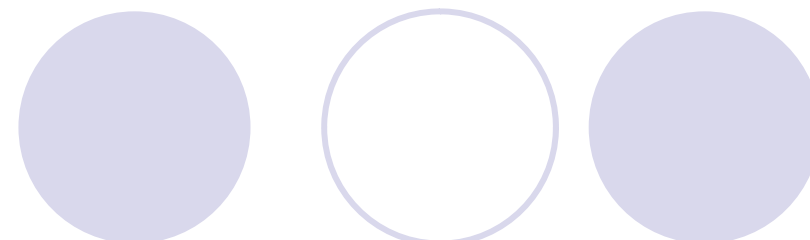


Ramifications of Global Financial Crisis

- Solid sense that economy is connected
- Variance in an extent and timing of being affected adversely
- Actual places to live are separated by the unit of country.
- While an economic effect is global, an actual place to live is a country, and it is the country-based institution that protects and secures people's lives.

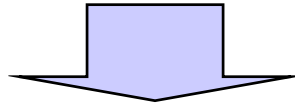


Timing and Extent

- 
- Who loses the job?
 - Who loses the job first?
 - Where do distortions in the economy increase?
 - Where is it that comes under the influence of financial crisis at the very first?

Theme of Today's Class

- Diversified ways of working focused on regular/non-regular problems
- What the diversification of working means:

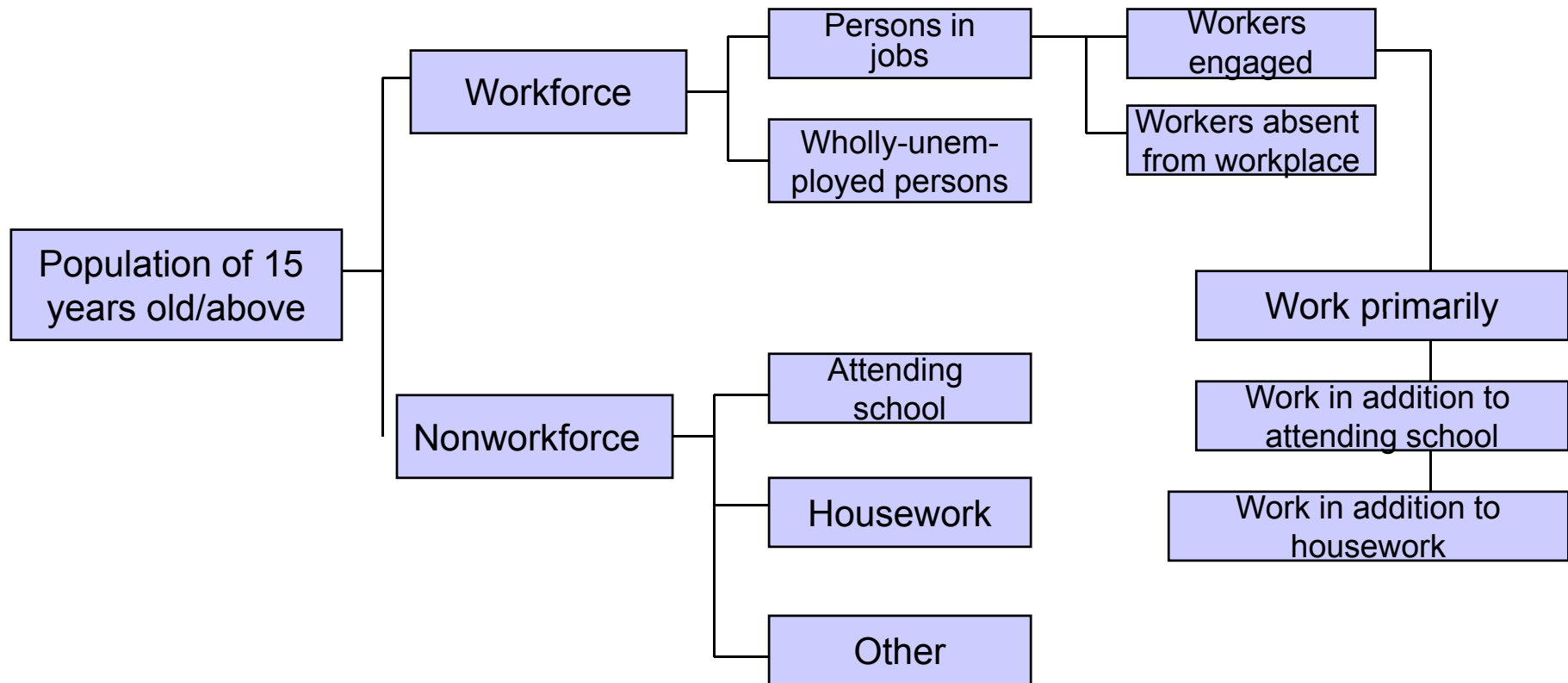


Meaning in increasing ways of working
outside regular employments

Meaning in diversification

Relations between diversified ways of working
and fluidization of labor market

What is Workforce?



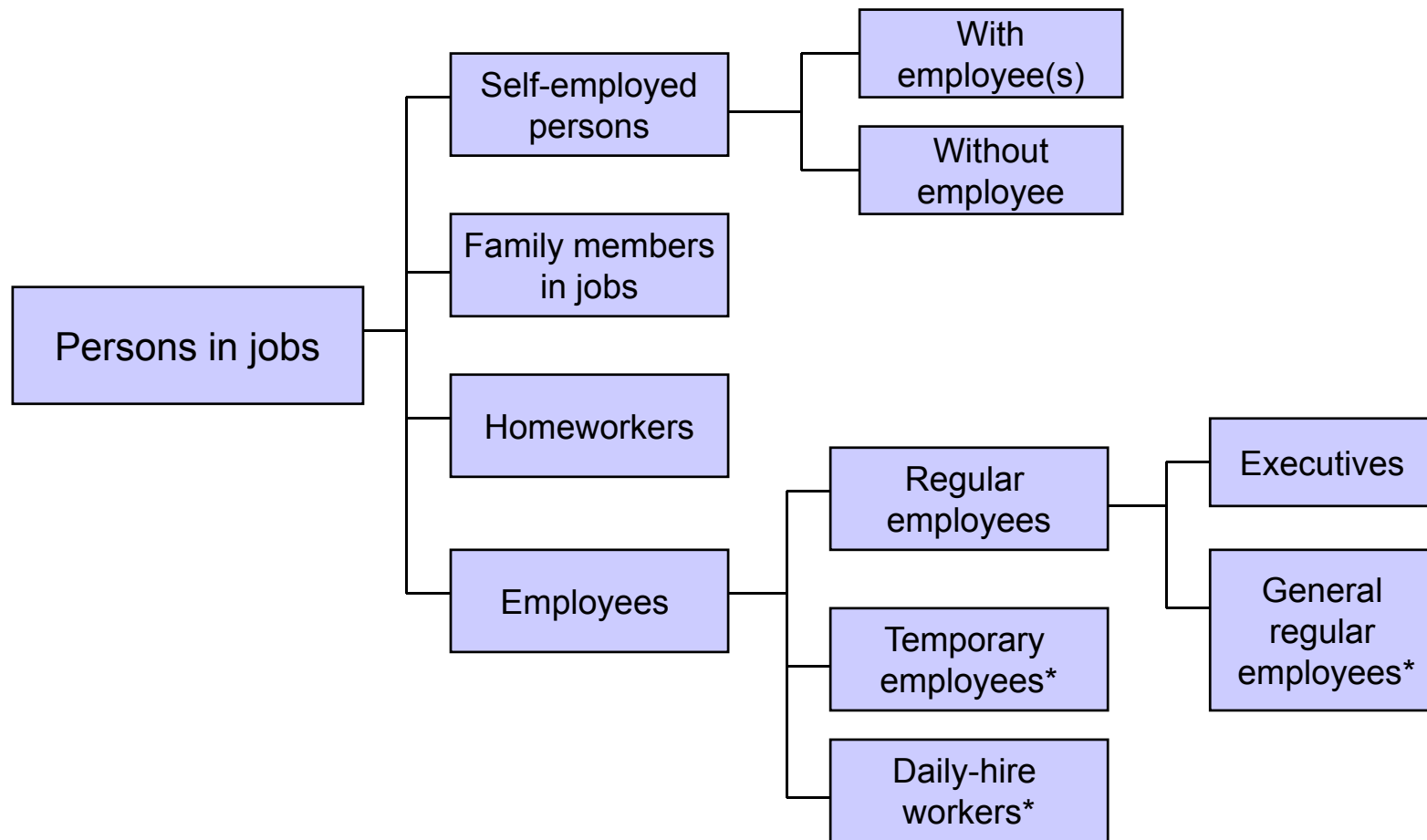


Jobless Persons

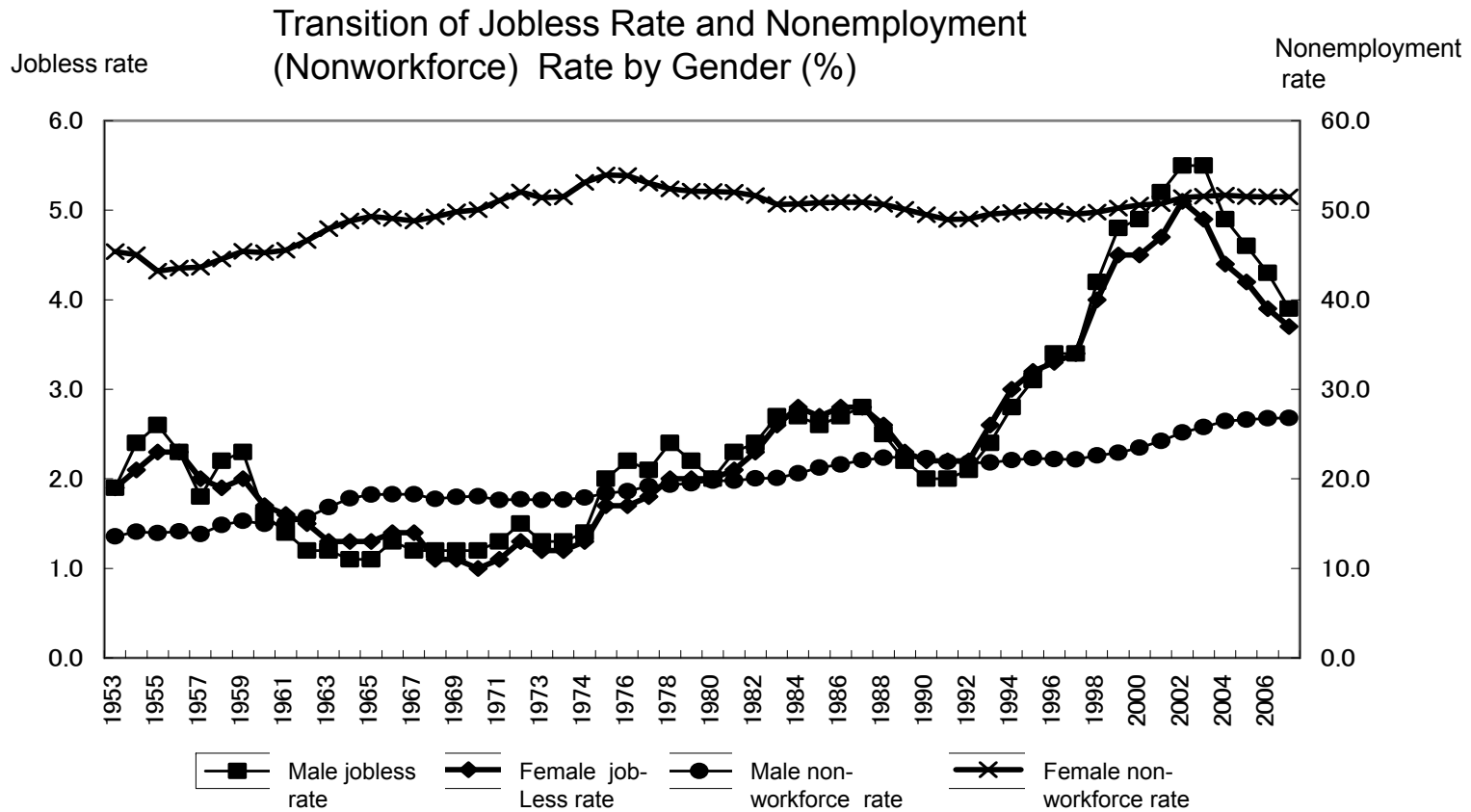
- Meeting all the 3 conditions:
 1. Didn't work at all due to no job available during the survey period
 2. Able to take up a job at once if it's available
 3. Engaged in job-search activities and in preparations for starting a business during the survey period (including a case of waiting for outcomes of job hunting in the past)

$$\text{Jobless rate} = \left(\frac{\text{number of wholly-unemployed persons}}{\text{workforce}} \right) \times 100$$

On-the-job Positions of Persons in Jobs



Steep Rise in Jobless Rate and Relatively Stable Nonworkforce after Collapse of Bubble Economy



Origin: Ministry of Public Management, *Labor Force Survey*

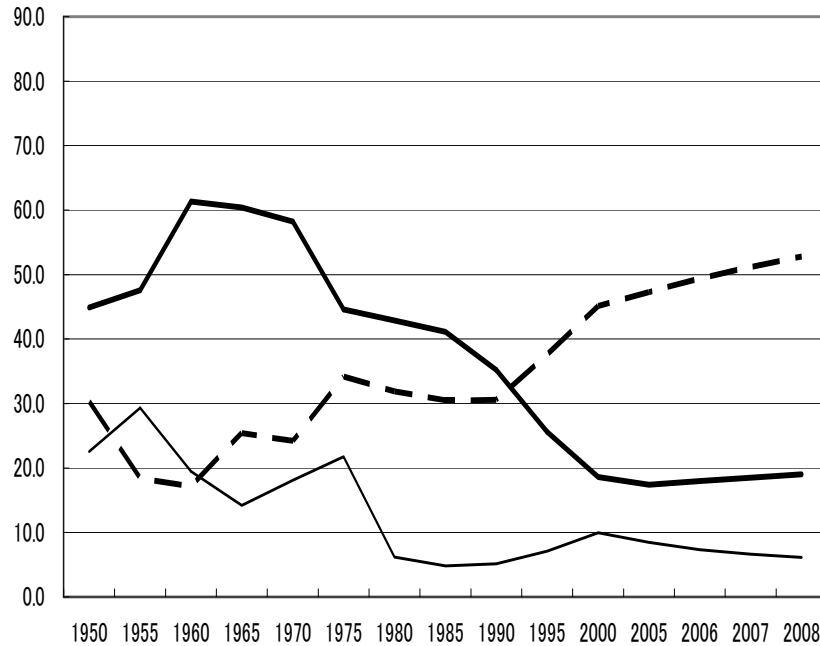
A decorative graphic at the top of the slide features the text "Diversification of What?" centered over a series of circles. The first circle is solid light purple, the second is an outline, and the third is solid light purple. To the right, there are three more circles: a solid light purple one, an outline one, and another solid light purple one.

Diversification of What?

- Lag in timing to start working
Complication of the transition from the achievement of educational qualification to the labor market
- Work-experience pattern (continued works, or, off-and-on works)
- Change in ways of working (work arrangements)

Change in Meanings of Popularization of Higher Education and Acquisition of Higher Education

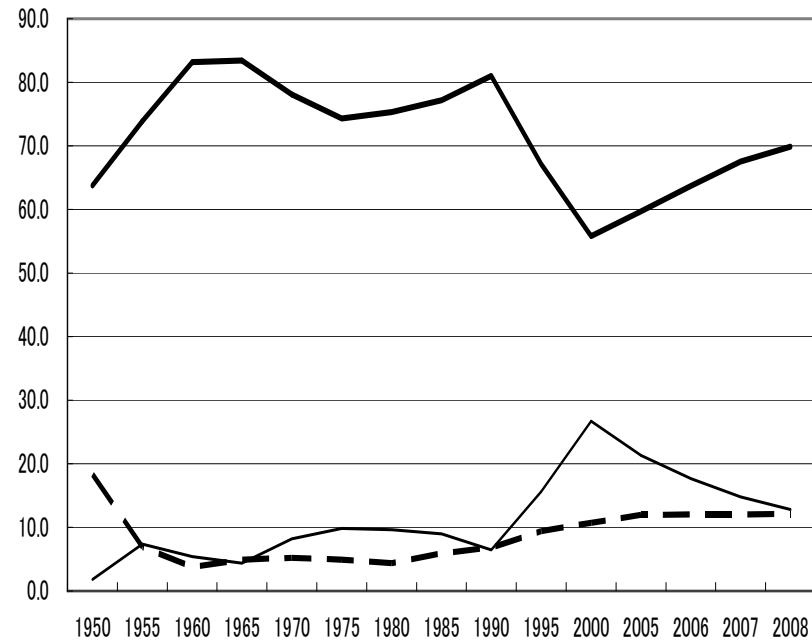
Career Choice after High School Graduation (%)



Employment rate after finishing high school College-going rate
 [Solid line Dashed line Solid line Neither]

Origin: Ministry of Education, Culture, Sports, Science and Technology, *Basic Survey Report on School*
 Note: Those who haven't gotten employed or gone to colleges after high school graduation ("Neither") include ones who have tentatively assumed jobs.

Career Choice after College Graduation (%)



Employment rate Graduate-school-going rate
 [Solid line Dashed line Solid line Neither]

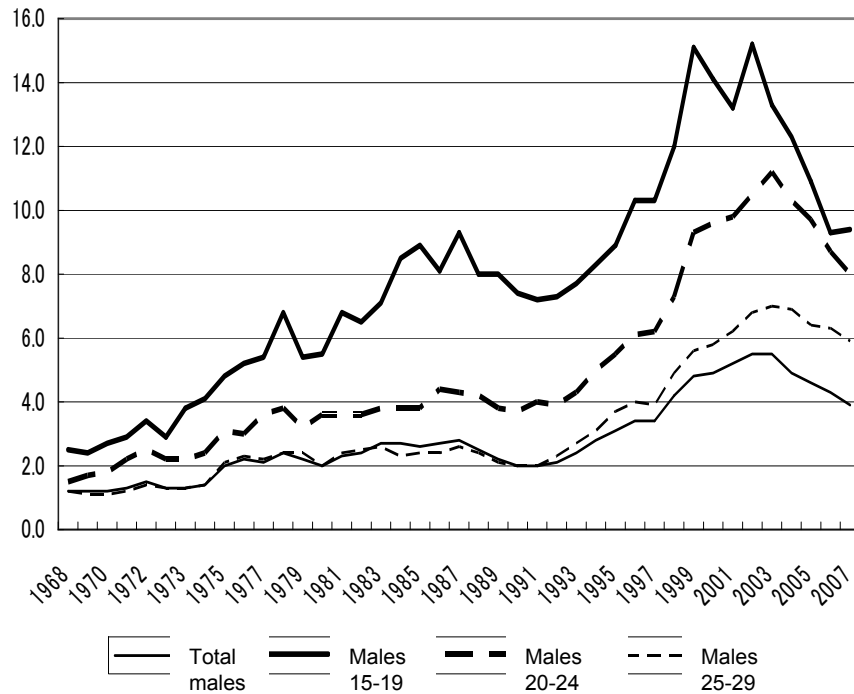
Effects of Generation and Period: Employment Ice Age

- Economic recession since February 1991 (the collapse of bubble economy)
- Plunged into the job-scarce period
Asian currency crisis for 1997-1998

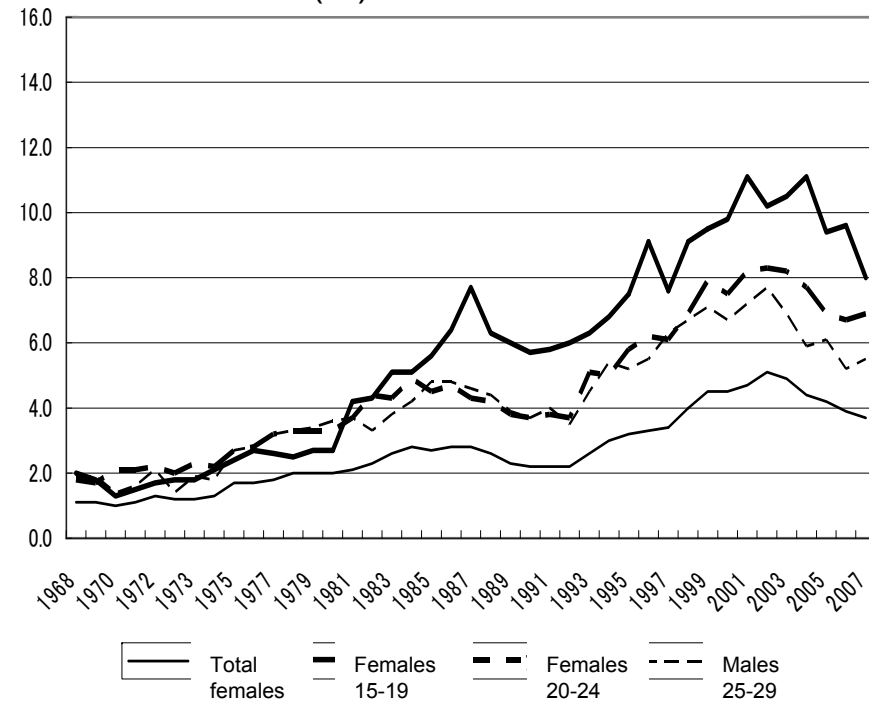
Lost generation
High school graduates (born in 1975 ~ 1985)
College graduates (born in 1971 ~ 1981)

Who Cannot Get a Job? : Difference in Stages of Life and Attributes

Change in Males' Jobless Rate by Age and Stratum (%)



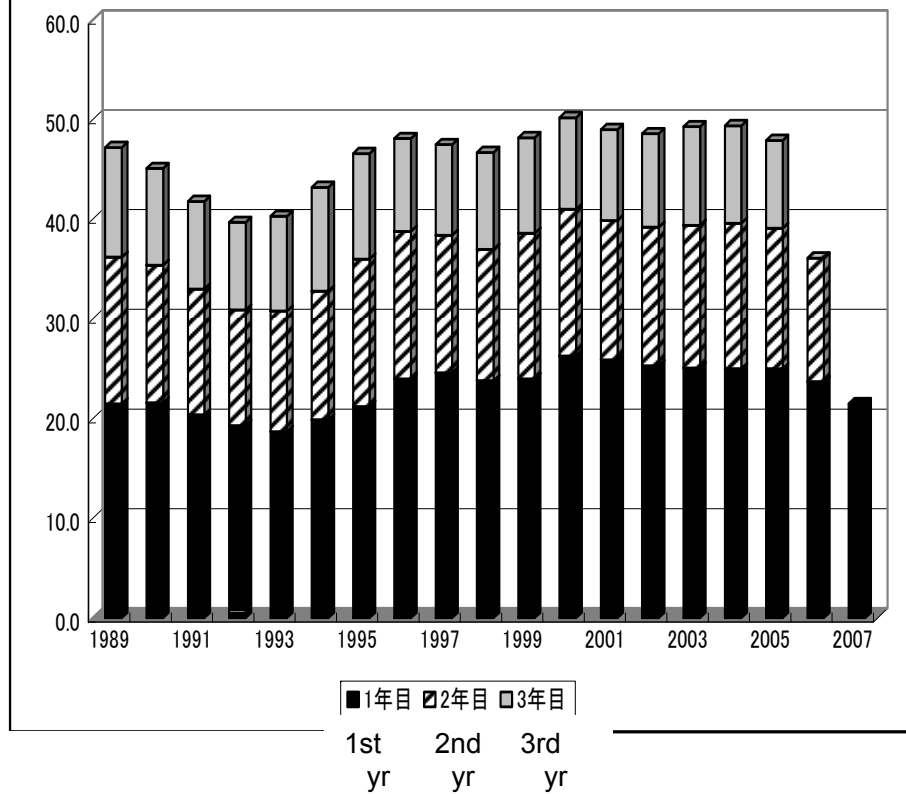
Change in Females' Jobless Rate by Age and Stratum (%)



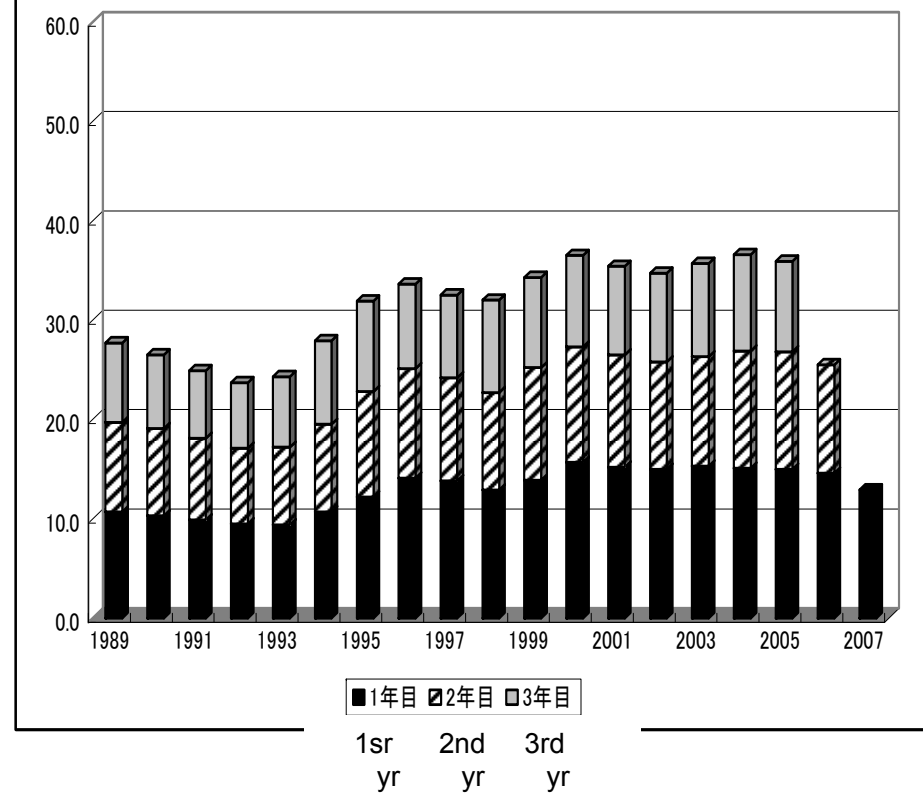
Origin: Ministry of Public Management, *Labor Force Survey*

Macroscopic Economic Situation and Job Turnover

Transition of Job Turnover of High School Graduates by Incumbency (%)



Transition of Job Turnover of College Graduates by Incumbency (%)



Origin: Ministry of Health, Labour and Welfare, *Survey on Situations of Employment and Job Turnover of Those Newly Employed after Graduation*



Who are Nonregular Employees?

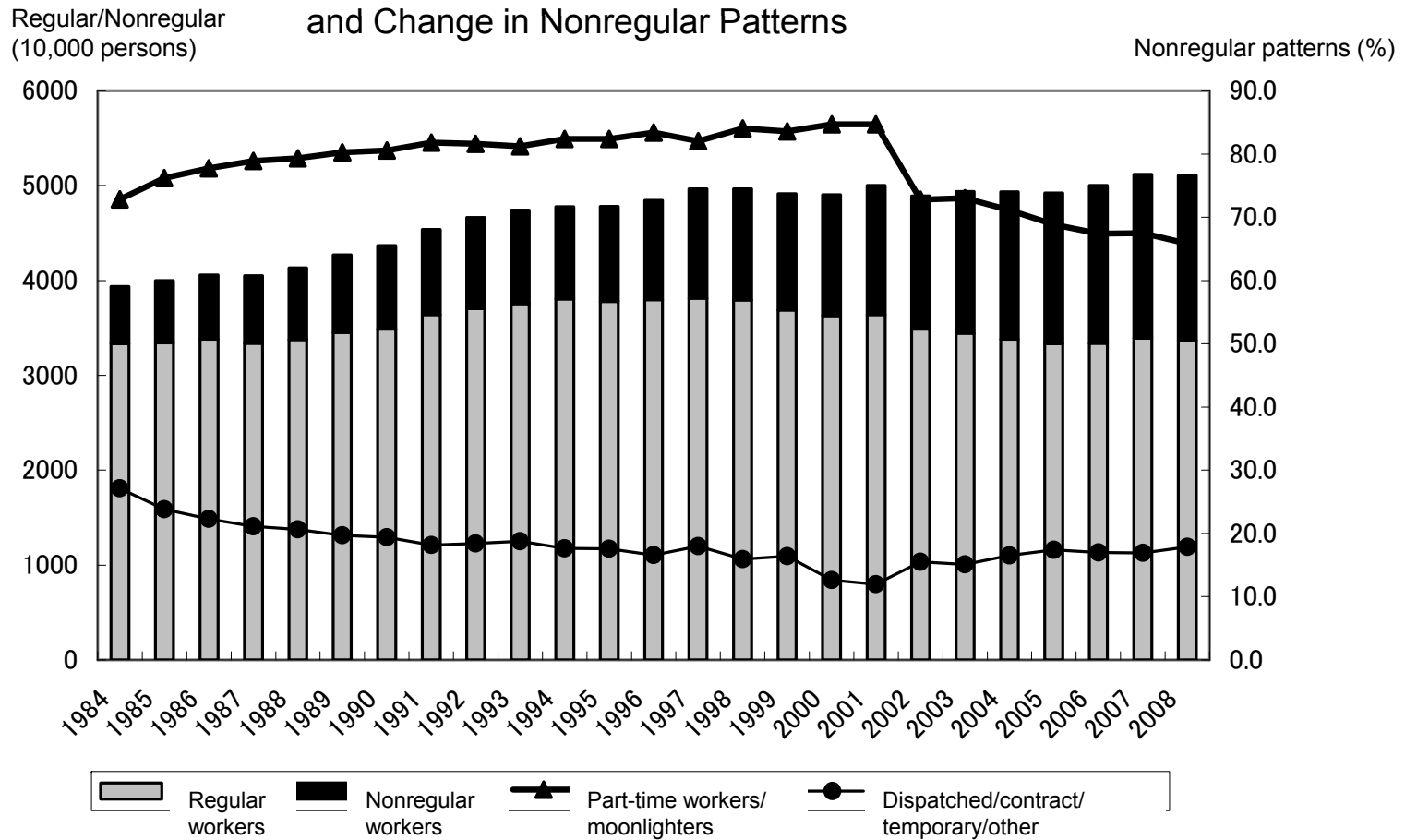
Employment pattern: the name of the workplace of an employee other than an executive

- Regular staff and employee
- Part-time worker
- Moonlighter
- Dispatched employee
- Contract employee
- Other

Nonregular employees

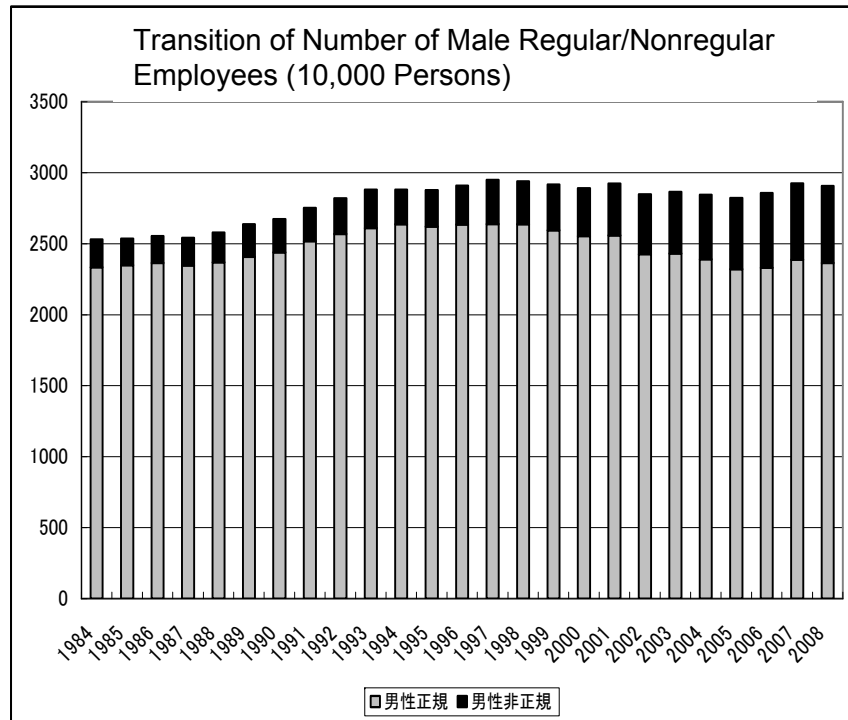
Increase in Nonregular Employees

Number of Regular/Nonregular Employees and Change in Nonregular Patterns

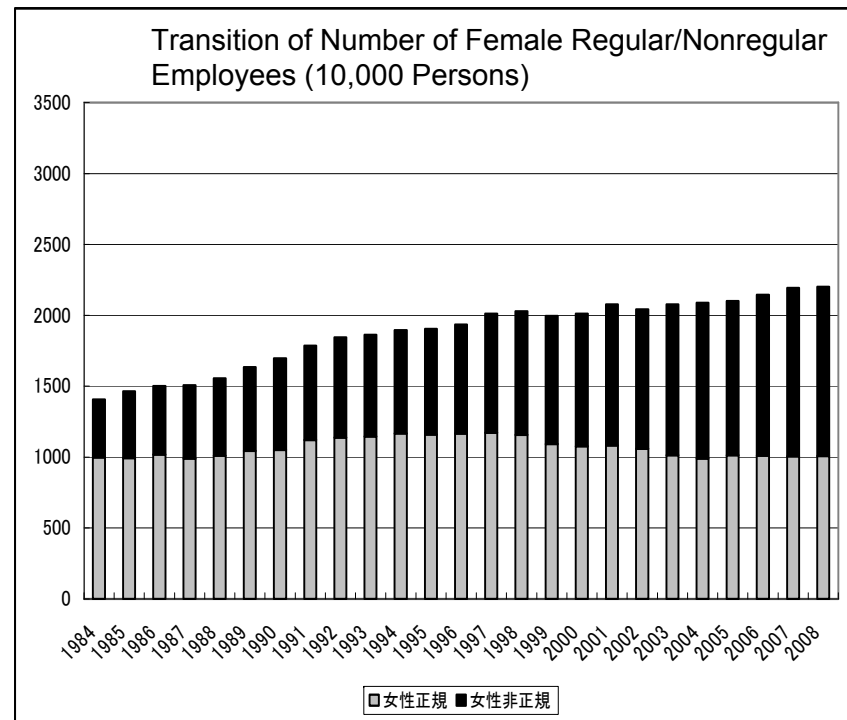


Origin: *Labor Force Survey*

Gender Disparity in Increasing Nonregular Employment



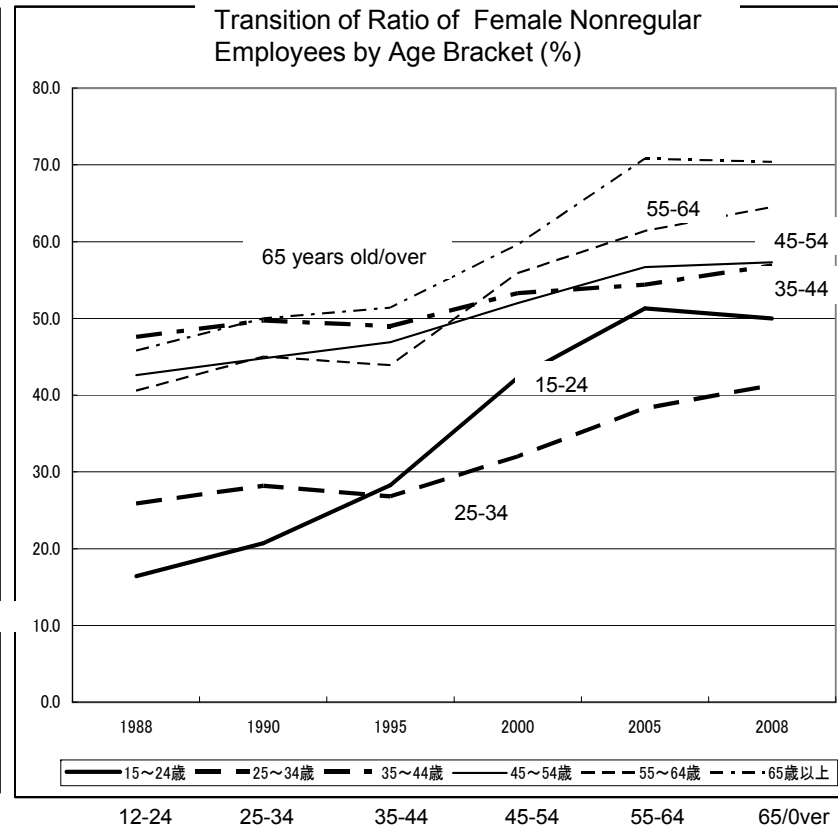
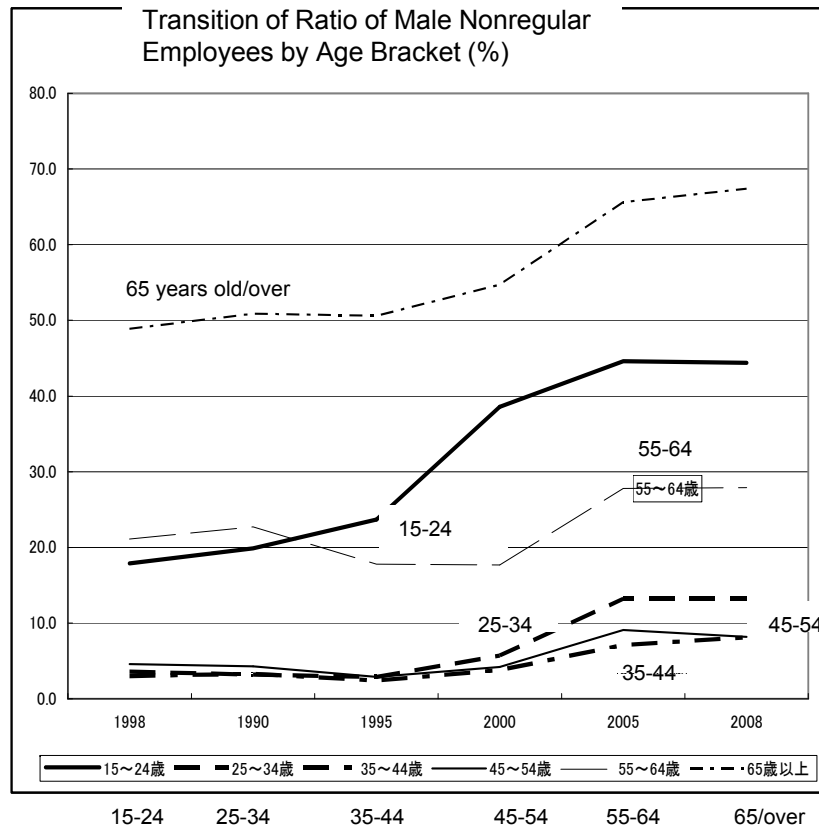
Male regular Male nonregular



Female regular Female nonregular

Origin: Labor Force Survey (each year)

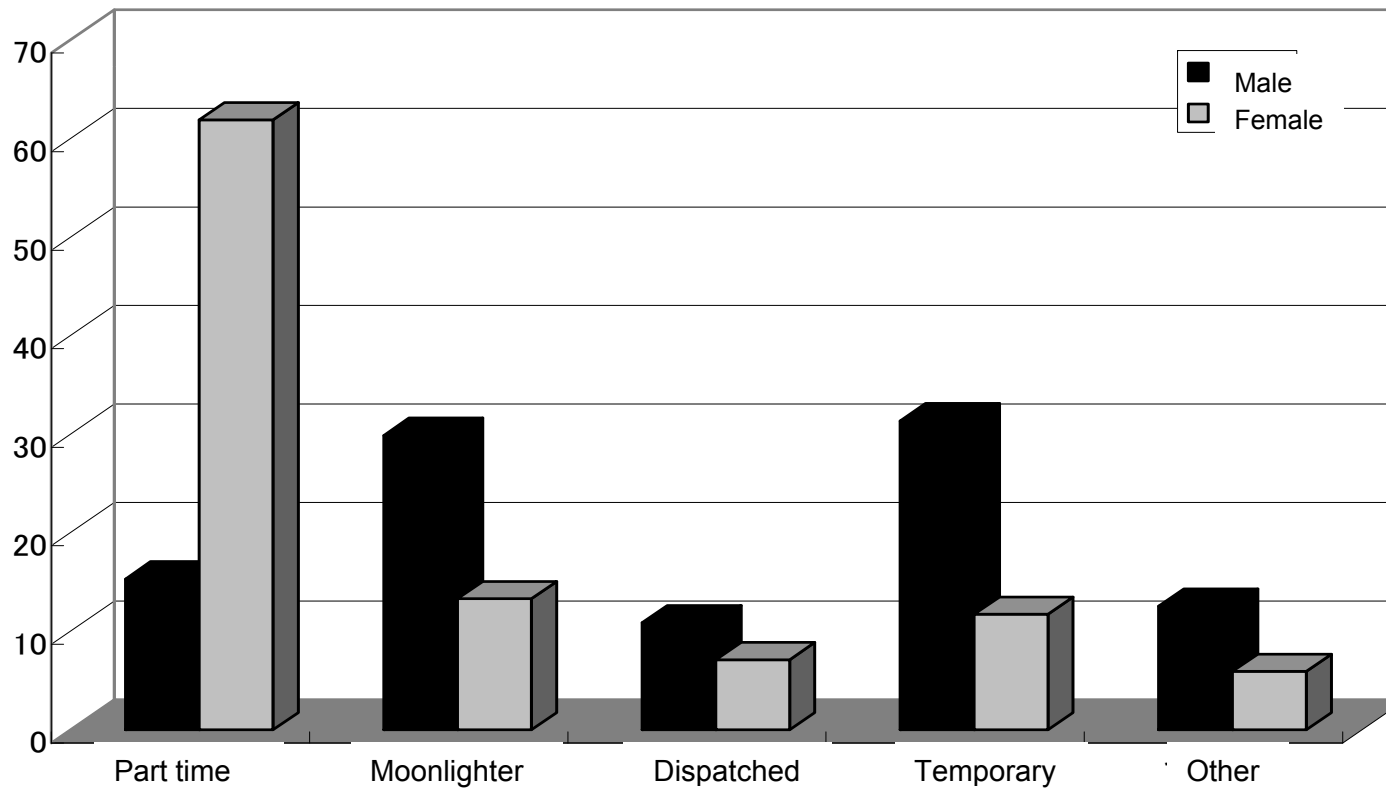
Different Rates of Nonregular Employment by Gender and Age Bracket



Origin: Ministry of Public Management, *Labor Force Survey*

Difference in Nonregular Employment Pattern by Gender

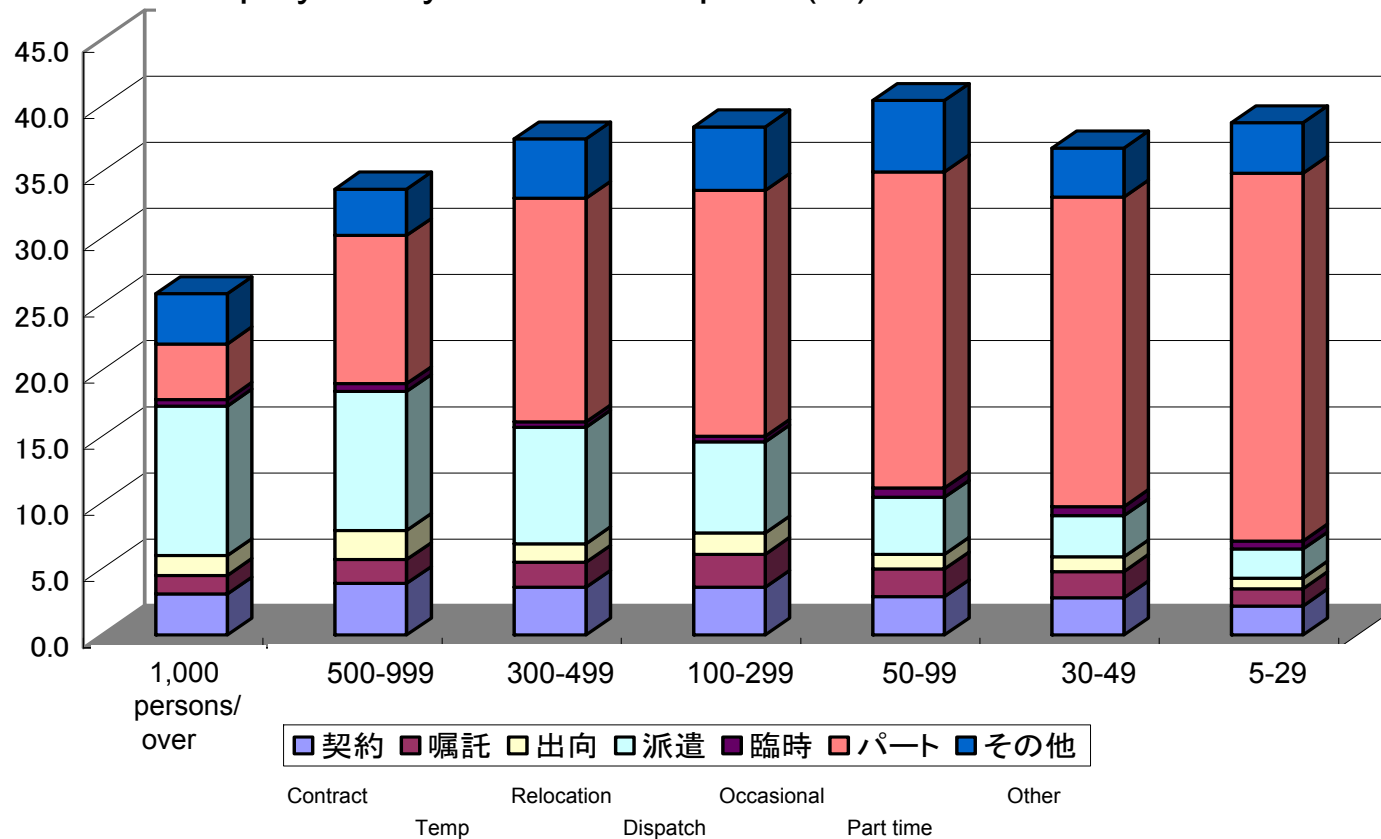
Distribution of Nonregular Employment Pattern by Gender



Origin: Ministry of Public Management, 2008 Labor Force Survey: Summary of Results

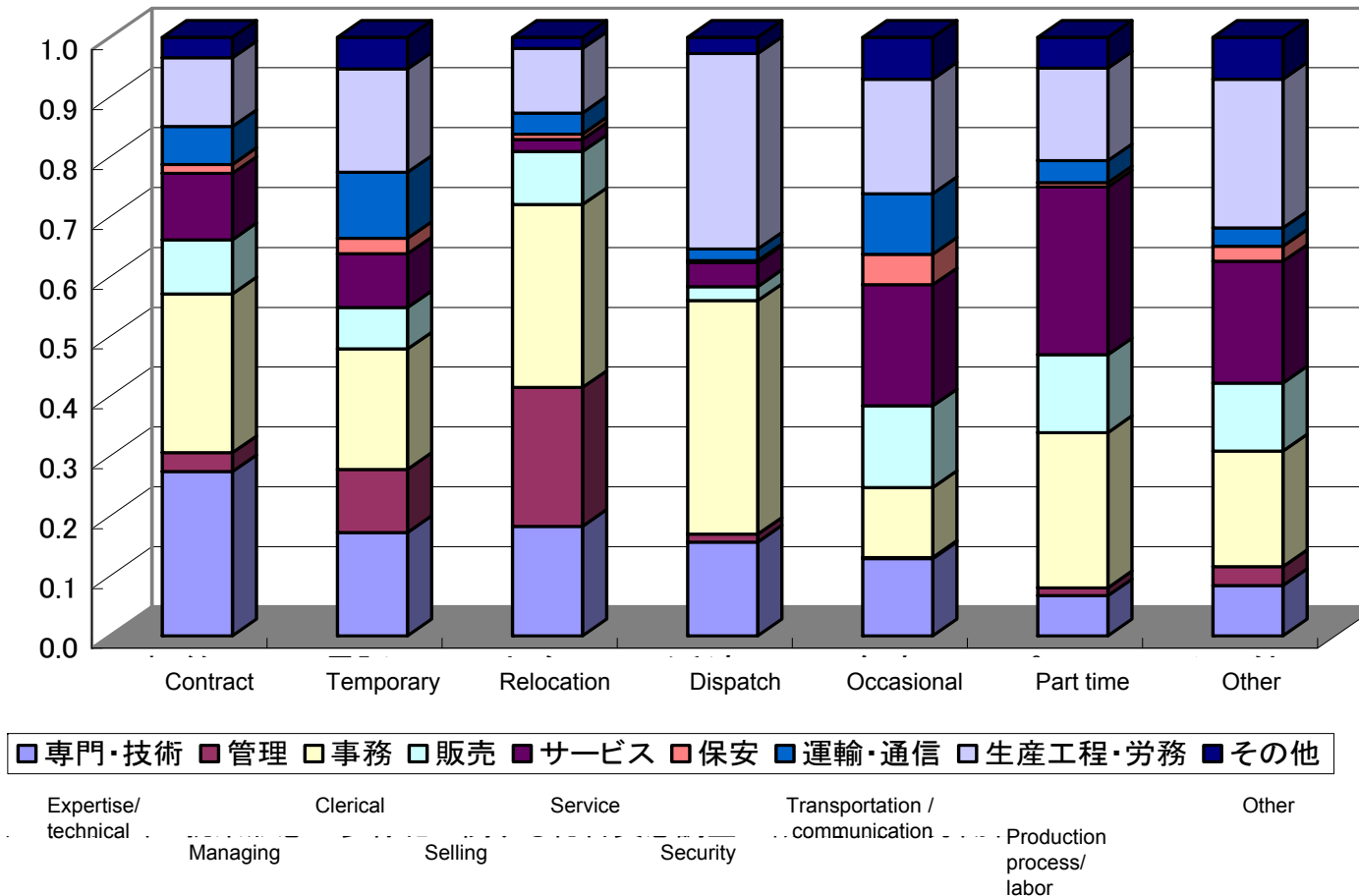
Difference in Nonregular Employment Pattern by Company Size

Distribution of Employment Patter of Workers Outside Regular Employees by Size of Enterprise (%)



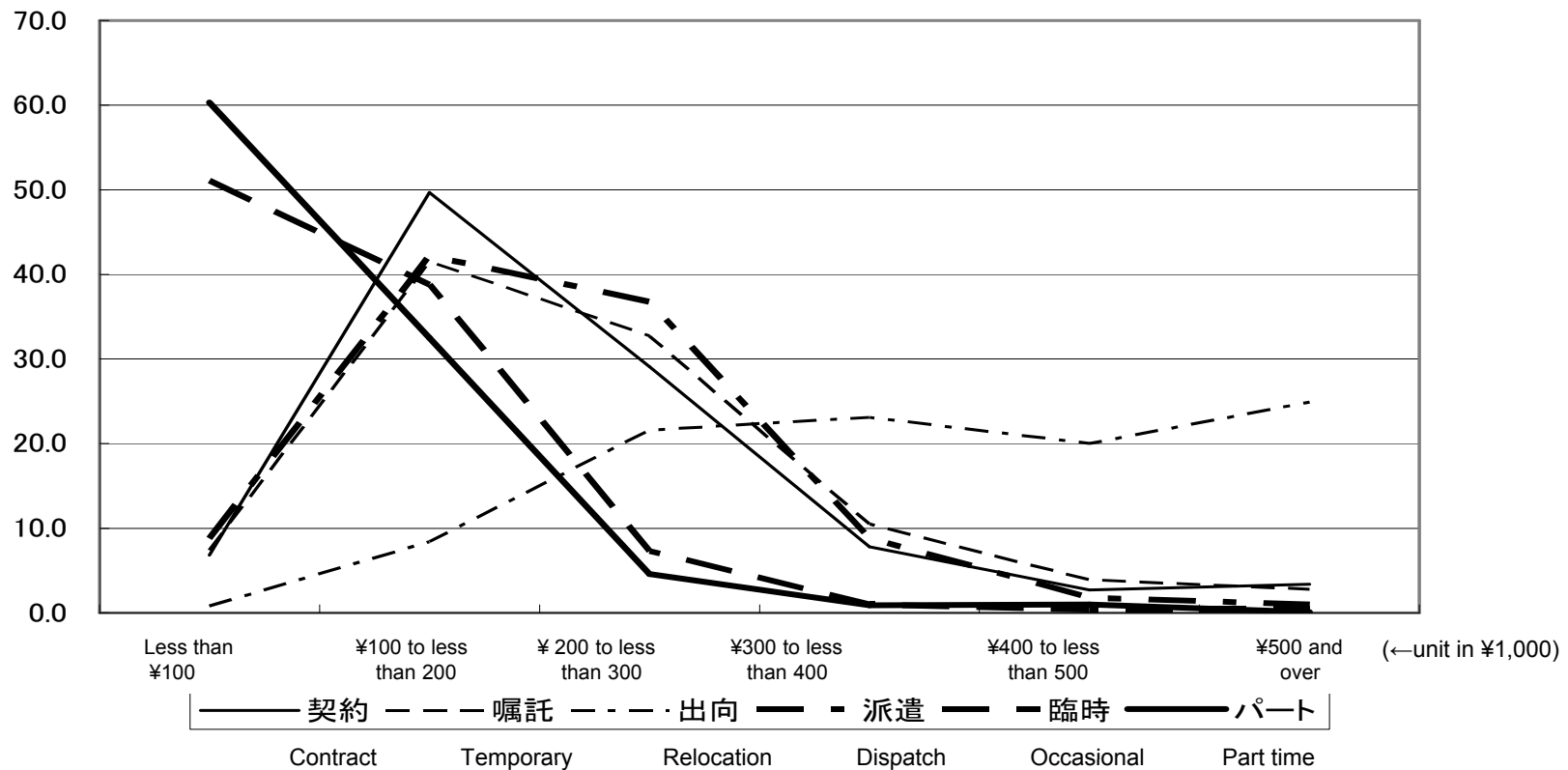
Different Substance of Work by Nonregular Employment Pattern

Distribution of Job by Nonregular Employment Pattern (%)



Nonregular Employees' Wages of ¥200,000 or Over: 9.3% of Females vs. 42.2% of Males


Distribution of Wage Bill (Tax Inclusive) in September by Employment Patter of Workers Outside Regular Employees (%)



80% of total business premises hire workers other than regular employees, out of which 60% take on part-time workers.

(Ministry of Health, Labour and Welfare, *Overview of Comprehensive Actual-Condition Survey on Diversification of Employment Pattern in 2007*)

- Reason for the usage differs by employment pattern.
 - Reason to use contractual dispatched workers
 - To cope with specialized affairs (43.6%)
 - To secure competent persons who will immediately add power and capability (38.3%)
 - To cut back on wages (28.3%)
 - Reason to use dispatched workers
 - To secure competent persons who will immediately add power and capability (35.2%)
 - For being unable to secure regular employees (26.0%)
 - To adjust employment figures depending on business fluctuation (25.7%)
 - Reason to use part-time workers
 - To cut back on wages (41.1%)
 - To respond to busy/slack time for one day a week (37.2%)
 - To cope with a long business (operation) time (21.7%)



Value steps in diversification.

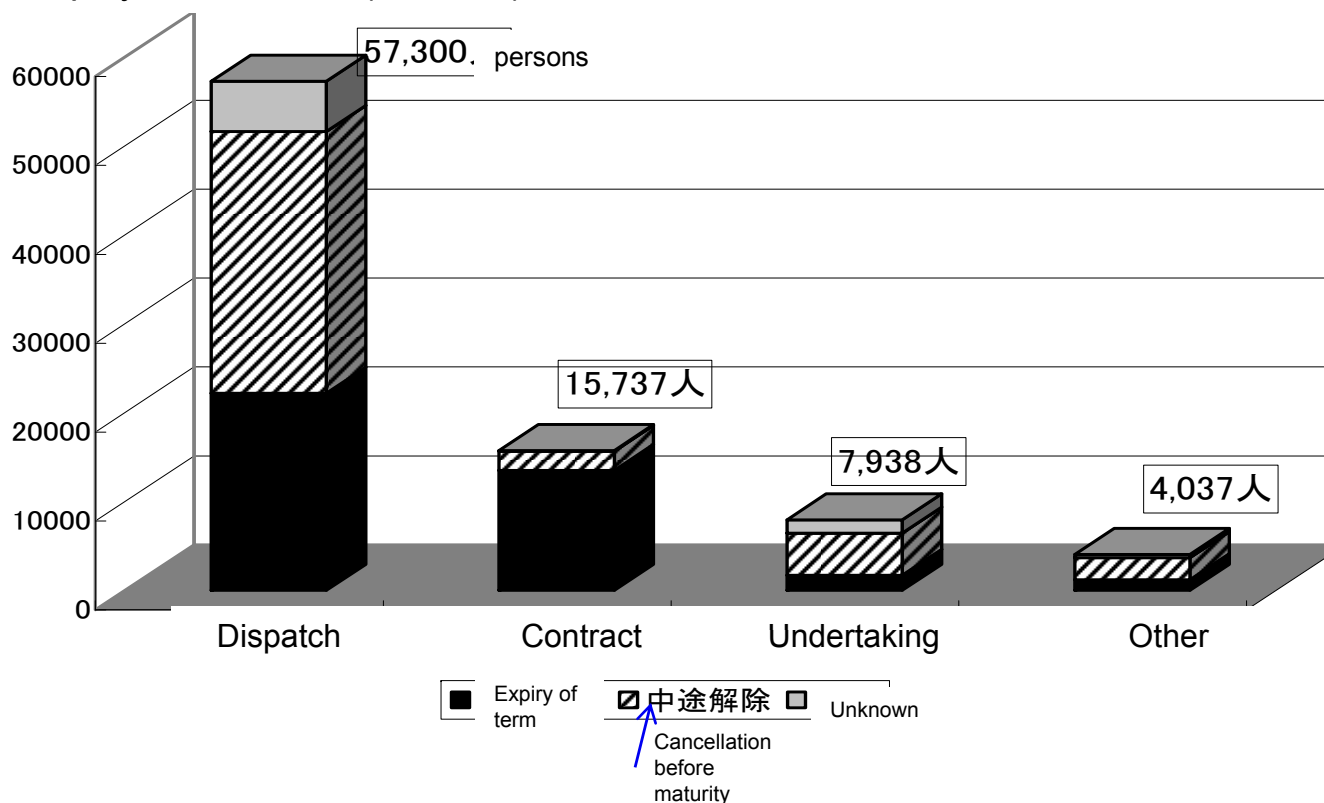
Diversity is contingent on a moral judgment, and value.

- Who will assume jobs outside regular employment?
Difference in chances to get a job other than a regular employment is linked with specific attributes:
youths (job-hopping part-time workers), poorly educated persons, single mothers, foreign workers

Existence of inequality and disparity

Employment Adjustment Targeted at Nonregular Workers: 1,415 case, 85,012 persons in the nation (as of December, 2008)

Situation of Discontinuation of Employment Contract on Nonregular Workers by Employment Pattern (Persons)



Origin: Ministry of Health, Labour and Welfare, *Regarding situations on the discontinuation of employment contracts on nonregular workers (reported in December)*

Note: Situations grasped through hearings from corporations by the nationwide labor departments and Public Employment Security Offices as to status quo of the discontinuation of employment contracts on nonregular workers



What are problems involved in nonregular labor?

Deficient in stability

Hand-to-mouth life

No future outlook in sight

No “accumulation” (Yuasa, 2008)
Low “resistibility against poverty (Iwata, 2007)



In Order to Actualize Diversification in Working

- Perspective from the employment policy
Workfare (welfare policy linked together with employment)
- Perspective from the security of minimum life
Basic income (the security of life at minimum)
detached from working