

JILPT Research Activities

Plans of Research Projects in FY 2005

The JILPT is carrying out nine research projects during the period of three and a half years from October 2003 to March 2007. The plans of the research projects for fiscal year 2005 are as shown below.

● Geo-structural analysis of unemployment

In this research, we analyze the factors that create regional divergences in employment and unemployment and propose effective industrial policy measures and other measures for improving labor market conditions based on the unique characteristics of each region.

In fiscal year 2005, we will conduct case studies of regions identified as, through data analysis, having had significant job creation, of major Special Zones for Structural Reform, and of regional communities that have succeeded in inducing firms to relocate in their regions, in order to elucidate which regional factors and policies led to job creation. In our investigation and research, we will integrate data analysis research and case-study research and work towards preparing the final report.

● Restructuring of the system determining working conditions

In this research, we examine the progress of individualization and diversification, analyze the related issues, consider the frameworks and rules for determining working conditions against the backdrop of the progress of individualization and diversification, and make the necessary policy proposals.

In fiscal year 2005, we will examine and analyze major countries' trends of the labor-related changes and legal systems (the relation between groups and individuals in the labor field, the situation and procedures of labor laws, etc.) and the state of and role played by Japanese labor unions and labor-management consultation. We will also work towards preparing the final report considering the research results achieved by fiscal year 2004.

● Desirable employment strategy in Japan

In this research, we analyze the employment strategies of the OECD,

the EU, and the OECD and EU countries, how the employment strategies are reflected in each country's policy management, how the strategies are implemented, and the policy effects. Based on the analysis, we examine the labor market structure, social background, and employment-related legal systems in the context of drawing up an employment strategy in our country and propose model plans.

In fiscal year 2005, we will continue from fiscal year 2004 to organize our ideas towards the proposal of the model employment strategy plans in Japan (preparation of the final report). We will also conduct research on specific related items where necessary.

- Environment containing employment and safety nets which would make possible diverse working styles

In this research, we examine the state of today's diverse working styles and consider the working environment that makes diverse working styles possible and the safety net provided by the application of labor-related laws, in light also of the situation in other countries. Through this, we contribute to the Health, labor, and welfare policies mainly from the viewpoint of labor laws.

In fiscal year 2005, we will, following the item-by-item analysis of fiscal year 2004 and before, do comprehensive analysis on diversification of working and employment styles. At the same time, we will identify related issues and work towards preparing the final report.

- Comprehensive analysis of corporate business strategies and personnel treatment systems, etc.

In this research, we comprehensively analyze Japanese firms' management strategy and personnel treatment systems, which are in the process of a significant change. Through our analysis, we raise issues related to future corporate management and labor.

In fiscal year 2005, we will analyze the data obtained from questionnaire surveys, conducted in fiscal year 2004, on firms and workers. At the same time, we will conduct an investigation and analysis on the "workplace," as an intermediate analytical unit between the firm and the worker. We propose internationally competitive human resources management mechanisms that

are desirable for both the labor and management. Finally, we will work towards preparing the final report in light also of the research results achieved by fiscal year 2004.

- Desirable infrastructure development for the labor market regarding vocational ability development

In this research, we investigate on the state of vocational ability assessment, education and training, career consulting, job information systems, etc. in major foreign countries and Japan, and propose the direction that our country should be taking.

In fiscal year 2005, we will examine the current state of the supply of vocational education and training as well as identify the issues related to lifelong vocational development and career formation. We will then conduct a questionnaire survey on the demand side of vocational training to clarify, identify, and analyze the current state of vocational development, needs for vocational development, and the issues. We will also work towards preparing the final report, which would also include the research results achieved by fiscal year 2004.

- Establishment of a social system which would harmonize private and occupational life

In this research, we deal with employment policy and a wide range of fields that are closely related to employment policy, such as education, childcare, and nursing care, in order to propose social systems and the necessary employment policy for allowing individuals to balance between work, family responsibilities, and self-cultivation.

In fiscal year 2005, we will conduct a national questionnaire survey and analysis to elucidate the current state of and issues related to work-life balance in each stage of people's lives. Incorporating also the research results achieved by fiscal year 2004, we will work towards the final report, which will identify the issues related to social systems that will enable people to achieve work-life balance.

- Development of an integrated occupational information database

In this research, we indicate the policy implications of the requirements

for introducing a comprehensive job information database in Japan, examining precedents in foreign countries, and develop prototypes and an operational model.

In fiscal year 2005, we will improve both the system and the contents through trial operation of the first prototype model in the public job security office and then develop the second prototype model for public showing during fiscal year 2006. In addition, we will develop a wide range of job information contents for loading into the system and continue to collect and organize job information.

- Support for the re-employment of middle-aged and older workers who have lost their jobs

In this research, we utilize a wide range of methods and technology, such as encounter groups and cyber counseling on the Internet, to help middle-age and senior unemployed people and others who find it difficult to be re-employed. We also develop new counseling techniques and systems.

In fiscal year 2005, we will create a prototype of an inventory for assisting in self-understanding. We will also develop a prototype of the Career Insight (provisional title) career guidance system for middle-aged and senior citizens. Furthermore, we will use the tools for recording and analyzing the words spoken during career counseling in order to examine career counseling models for middle-aged and senior job seekers.

Research Report

The findings of research activities undertaken by the JILPT are compiled into Research Reports (in Japanese). Below is a list of the reports published from May to July 2005. The complete text in Japanese of these reports can be accessed from the JILPT website. We are currently working on uploading abstract of the reports in English onto the JILPT website as well.

No. 32: *CSR Management and Employment: In the Case of Employment of the Challenged* (May 2005)

No. 33: *Changing Human Resources Management, Governance, and Management Strategies* (June 2005)

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- No. 34: *Balanced Treatment of Part-Time workers and Full-Time Regular Employees: In the Case of Labor and Management of General Supermarkets* (June 2005)
- No. 35: *The Current State of and Issues Related to Youth Employment Assistance: Developments in Youth Assistance in Britain and Analysis of Japanese Youth* (June 2005)
- No. 37: *Case Study on Management of Paid Job-Placement Services for White-Collar Workers and Employees of Paid Job-Placement Services* (July 2005)

*JILPT website: URL: <http://www.jil.go.jp/english/index.html>

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