

Abstracts

Current Status and Future Tasks of the Private Employment Service Sector

Tetsu Sano (The Japan Institute of Labour)

The private employment service sector includes businesses such as classified job advertising, personal employment services (e.g. executive search, out-placement services, etc.) and worker dispatching (e.g. staffing services, recruitment agencies, etc.). The market size of the sector is growing—currently ¥2.36 trillion. However, there are a number of challenges facing the sector, including widening use of and access to the Internet and increased competition due to deregulation. Continued growth and the effective functioning of the sector will be vital as mobility among the Japanese labour force increases. Consequently, it is essential that the sector takes prompt action and rises to these challenges.

Legal Regulation of Labour Market Services

Kenji Arita (Yamaguchi University)

1999 Revisions of Employment Security Law 1947 and Worker Dispatching Law 1985 which deregulated the scope of permissible occupations of fee-charging placement services and allowable types of work of dispatching work, facilitates entry into labour market services business. This furthers development of new and various types of labour market services business. And it is anticipated that there will be further developments. Such circumstances demand to examine the way new and various types of labour market services should be legally regulated. This article tries to examine that.

The Role of Public Employment Services: Preliminary Assessment of the Japanese Experiment

Jiro Nakamura (Tokyo Metropolitan University)

There is a large and growing interest in the evaluation of the role of the public employment services (PES) in Japan. The interest have derived from public monopoly of job-matching activities enforced by government regulation to free coexistence of public and private job placement agencies. This paper attempts to investigate the role of PES, focusing on how PES have affected the condition of external labour market. Especially, I estimate a function that matches vacant jobs and job seekers to produce new hires from Japanese public employment services data. Estimates imply that the effect of job-matching have been recently decreased as the unemployed increase.

Job Change Success: Effects of Job Change Reasons and Search Paths

Chae In-Seok (Senshu University)

Motohiro Morishima (Hitotsubashi University)

This study examines the relationship among job change reasons, search paths and job change outcomes. When the sample was restricted to those who have experienced job change, factors such as demographic characteristics, contexts of and reasons for job change all limited job changers' freedom in choosing job search paths. Thus, while job change outcomes, such as workers' satisfaction with the new job and changes in compensation, are all affected by the choice of job search methods, since this choice was limited by reasons for job change, job search paths do not appear to have direct effects on job change outcomes.