

Abstracts

Research on the Uncertain Periods of Employment Contracts

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This article examines what happens to the uncertain period of employment contracts. The Labor Standard Law obliges employers to clarify the contents of contracted periods in writing when they hire employees. However, more than a few employees actually do not understand their employment periods, and almost 20 percent of non-regular ones replied that their working periods are unknown. According to the Japanese Survey of Employment Dynamics conducted in 2016, the unknown non-regular period is closely related to inferior working conditions such as low wages, lack of skill formation, and job dissatisfaction. Female, single, young, and poorly-educated non-regular employees are more likely to be exposed to ambiguous periods. The uncertain periods of employment contracts frequently occur among small sized firms and those in less recognized industries. On the other hand, the unknown periods tend to be avoided in cases when representative workers at workplaces can actively negotiate with employers and mediators who are familiar with labor laws support the making of employment contracts. Several labor policies should be promoted to solve the uncertain period of employment contracts for stable and decent work.

Preferences of Hospital Physicians Residing in Large Cities in Japan for Working in Remote and Rural Areas

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To address the shortage of physicians in remote and rural areas, it is essential to identify job characteristics considered important by physicians in these areas. This study examined preferences of hospital physicians residing in large cities in Japan for working in remote and rural areas and determined effective policies to attract physicians to these areas. A questionnaire survey, including a discrete choice experiment, was conducted among the targeted physicians. Consequently, 714 physicians chose one of two hypothetical medical institutions in remote and rural areas or an opt-out alternative. The results suggest they prioritize the durational brevity of working in these areas, two-day weekends without being on call, and a decrease in the number of night and weekend shifts. Additionally, around 30% of respondents were likely to work in rural and remote areas depending on job characteristics, and strongly preferred the three above-mentioned working conditions to others. To attract physicians residing in large cities to such areas, local governments and medical institutions need to cooperate in implementing policies for improving these working conditions, such as reducing the number of years working in these areas, dispatching a substitute physician for two-day weekends, and engaging part-time physicians for night and weekend shifts.

Who Holds Multiple Jobs?: Empirical Analysis of Multiple Job Holding Using a Japanese Internet Survey

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This paper supplies a labor supply model of multiple job holding based on Casacuberta and Gandelman (2012) and investigates relationships between multiple job holding and the main job or personal status by using an internet survey. In this research, we focus on the motivation of multiple job holding. Three results are estimated. (1) Non-labor income does not stimulate workers to have a second job with monetary motives but stimulates to them to have a second job with both monetary and non-monetary motives. (2) Income from the main job decreases the probability of holding a second job. (3) Multiple job holding without monetary motives is not explained by main job status or personal characteristics. From a comparison of the second job's content, we investigate the relationship between the main job and second job by reasons of second job holding. Second jobs with only monetary motives are not useful for main jobs. On the other hand, second jobs with non-monetary motives stimulate the productivity of the main job, even though this result is based on the respondents' subject.