

JILPT Research Activities

As mentioned in “Message from JILPT” at the beginning of this issue, the Japan Institute for Labour Policy and Training (JILPT) was established in October 2003. Upon its establishment, the Institute grouped its major research themes into nine general “research projects” and began working on them. The research projects will be carried out on a medium-term timetable (three and one-half years) ending in March of 2007. We plan to produce progress reports at the end of each fiscal year (in March) and publish the final report in March 2007.

In addition to the nine research projects, we intend to organize “individual research studies” that will be conducted by individual researchers and research groups. Our hope is to produce annual reports on their findings.

We will introduce the results of the nine research projects and individual research studies in the *Review* as they become available.

Themes and goals of the nine research projects

1. Geo-structural analysis of unemployment: Through analysis of the factors that produce regional differences in unemployment structure, this project seeks to propose measures for ameliorating unemployment including reviewing industrial policy while taking into account differences among regions.
2. Restructuring the system that determines working conditions: Taking into account the change in employment patterns and the drop in the unionization rate, this project seeks to propose a new system for determining working conditions.
3. Desirable employment strategy: The project intends to propose an employment strategy that suits Japanese society and the structure of the labor market while studying employment strategies in OECD and EU countries.
4. Environment containing employment and safety nets which would

make possible diverse workings styles: The goal of this study is to propose working environments and social safety nets that may be appropriate for those who are adopting diverse ways of working, including such novel ones as SOHO and telework.

5. Comprehensive analysis of corporate business strategies and personnel treatment systems, etc.: This project will study how to develop a personnel management system that will allow employees to fully develop their talents while maintaining equality as corporate management undergoes great changes.
6. Desirable infrastructure development for the labor market regarding vocational ability development: This project will undertake studies on how to create a human resources development system that can respond to changes in human resource demands caused by technological revolutions and the intensification of global economic competition.
7. Establishment of a social system which would harmonize individual and occupational life: This project will seek to create a social system in which workers can establish a balance between their professional and personal lives, and still take on new challenges, and pursue new possibilities.
8. Development of an integrated occupational information database: The goal of this project is the development of a database that has the capacity to contain and provide analysis on occupational information (job description, required knowledge, certificates, etc.) to support vocational choice and vocational guidance.
9. Helping middle-aged and older workers who have lost their jobs find re-employment: This project will develop new counseling techniques to help middle-aged and older white-collar jobseekers become re-employed, and devise vocational guidance techniques to assist them in finding jobs that are suitable in order to make their job-hunting more effective.

Research Reports by the Japan Institute of Labour

The Japan Institute for Labour Policy and Training is the successor to the Japan Institute of Labour (JIL), disbanded on September 31,

2003. JIL conducted and published many of its research activities, over 160 volumes since the first publication in January 1990. The *Research Reports* are written in Japanese, but we have translated executive summaries of important volumes that were published in the past year and have made them available on the JILPT website. It is our sincere hope that you will have a chance to take a look at them.

JIL Research Reports available on the Web

1. No. 150, *Formation of Labor Unions and Responses to Managerial Crises — Industrial Relations in the Late 1990s*, October 2003.
2. No. 151, *Research on a New Occupational Information Network Designed to Place the Right Person in the Right Job*, January 2003.
3. No. 152, *Research on Annual Paid Holidays*, December 2002.
4. No. 153, *Issues Related to the Work and Roles of Home Helpers*, March 2003.
5. No. 154, *From School to Workplace — Current Status and Problems of Employment of High School Graduates*, March 2003.
6. No. 155, *An International Comparative Study Regarding Protection of Workers' Personal Information and Access to Employment/Labor Information*, May 2003.
7. No. 156, *A Study on Work Assistance for Single Mothers*, August 2003.
8. No. 157, *The Child-care Leave System*, July 2003.
9. No. 158, *The Diverse Working Situation Among Workers of Non-regular Employment Type*, July 2003.

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

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What issues do you want JLR to write about?

Foreign Researcher Invitation Program

The Japan Institute for Labour Policy and Training (JILPT) organizes Foreign Researcher Invitation Programs. Currently we are inviting foreign researchers to Japan who are highly motivated and have a desire to study Japanese labor issues. The conditions are as follows:

Term:

- 1) 1 to 12 months
- 2) Less than 1 month

Expenses:

The JILPT will cover travel, living and other expenses.

Requirements:

- 1) Must conduct research on Japanese labor policies or other labor issues.
- 2) Must submit a research report to the JILPT at the end of stay.
- 3) Must possess sufficient command of Japanese or English.
- 4) Must stay at JILPT while conducting research.
- 5) Health must be sufficient to carry out and complete intended studies.

For more details, please access the Foreign Researcher Invitation Program on our website or contact us at:

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