

JILPT Research Activities

Publication of Research Results of the First Mid-term Plan

The First Mid-term Plan by the Japan Institute for Labour Policy and Training (JILPT) was completed at the end of March, 2007, three and a half years after its initiation in October, 2003. As a summary of the project research conducted during this period, *Project Research Series* (in Japanese) as listed below, was published in June, in addition to *Research Reports*. A summary of the series is scheduled to be published in English as well.

- No.1 *New Trends in Employment Creation in Regions: Realities of Regions through Statistical Analysis and Survey*
- No.2 *Current Situation and its Direction of System Determining Labor Conditions: Improving and Strengthening the System for Voicing Group Opinion*
- No.3 *Future Employment Strategy*
- No.4 *Current Situation and Challenges of Diversified Work Styles*
- No.5 *Japanese Corporations and Employment*
- No.6 *Improvement in Career Skill Development and Education and Training Infrastructure in Japan*
- No.7 *Work and Life*
- No.8 *Support for Reemployment for the Mid-career Age Group*

Research Topics of the Second Mid-term Plan

The JILPT initiated the Second Mid-term Plan for the next five years, beginning April, 2007 and ending on March, 2012. The core of this plan is seven project researches described below, which were established by the results of research conducted in the First Mid-term Plan.

1. Study and Research of a Society in Which All Demographics Could Participate in an Age of Population Decline
 - This research focuses on the development of the environment in which the elderly, women, and youth can maximize their morale and ability in order to control the declining labor population and maintain and improve the vitality of the economic society.

- In fiscal 2007, we will examine measures to promote employment of the elderly by investigating and analyzing the current situation of elderly employment, and by comparing it to that of other countries. A general research framework will be also developed.
2. Research on Factors Changing the Regional Structure for Employment/Unemployment
 - This multifaceted research analyzes the success and failure factors of local employment measures on the municipal level; develops and provides local economic indicators and their analysis methods, and examines support systems for imaginative creation of employment in the regions.
 - In fiscal 2007, we will reexamine measures for employment creation in regions on the municipal level, and analyze their success and failure factors.
 3. Research on the Improvement of the Quality of Life in Diversified Work Styles
 - This research examines support measures, such as decreasing long labor hours, promotion of telecommuting such as working from home, and using annual paid vacations, in order to improve the quality of life for workers of diversified work styles.
 - In fiscal 2007, we will investigate and analyze the reality of telecommuting such as working from home.
 4. Study and Research of the Development of Social Systems and Employment Environments for Work - Life Balance
 - This research examines the conditions for both men and women to fulfill their careers through balance of family and community life from a long-term career perspective.
 - In fiscal 2007, we will survey and analyze the current situation of continued employment during pregnancy and child-rearing.
 5. Comprehensive Research for building Stable Labor and Management Relations in Individualized Labor Relations
 - With ever more individualized labor and management relations, this research promotes studies of system solutions for labor and management conflicts inside and outside of corporations, and on efforts for improving worker morale.
 - In fiscal 2007, we will gain an understanding of conflict solution

systems outside of corporations and survey and analyze new trends in human resources and labor management.

6. Research on Skill Development and Career Support in the New Economic Society

- This research examines support for skill and career development for employees at medium and small sized companies and non-regular employees who tend to receive less career development in this changing economic society.
- In fiscal 2007, we will identify the challenges of skill development for small and medium sized companies and non-regular employees and will build a framework for the study.

7. Research and Development on the Strengthening Supply and Demand Control Function and Career Support Function in the Labor Market

- In order to effectively connect needs of individuals and industrial society in the labor market, this study involves research and development on the fulfillment of services for those who seek jobs or employees, improvement of workers' professional skills, and the development and fulfillment of comprehensive career information providing system and related tools including appropriate labor market information.
- In fiscal 2007, we will study, clarify and analyze the actual situation of current issues such as matching and career guidance; we will also examine necessary research and development of issues requiring improvement for policy implementation.

International Workshop

The JILPT held a research workshop under the theme “Work-Life Balance: Issues and Policies in Korea and Japan” in cooperation with the Korea Labor Institute (KLI) on May 25, 2007 in Jeju, Korea. The submitted reports are on the JILPT website.

Research Report

The findings of research activities undertaken by JILPT are compiled into Research Reports (in Japanese). Below is a list of the reports published from December 2006 to May 2007. The complete text in Japanese of these reports can be accessed from the JILPT website. We are

currently working on uploading abstract of the report in English onto the JILPT website as well.

- No.76 *Labor and Management Relation and International Competitiveness of the Automotive Industry: On Manufacturing, Manufacturing Technology, and Research and Development* (December, 2006)
- No.77 *Current Situation and Challenges of Job Classification in Public and Private Sectors* (March, 2007)
- No.78 *College Students and Employment: Discussion of Transition to Career Support and Human Resource Development* (April, 2007)
- No.79 *Effort and Direction of Supporting Youth Employment: Support Model and Expected Support Figure* (April, 2007)
- No.80 *Current Status and Challenges of Education and Training Services* (April, 2007)
- No.81 *Accepting System and Reality of Foreign Workers in Asia* (April, 2007)
- No.82 *A Road to Development of NPO Employment: Discussion of Human Resources, Finance, and Legal Systems* (April, 2007)
- No.83 *Current Status and Challenges of Management of Human Resources and Labor Affairs for Continuing Employment of the Elderly* (June, 2007)
- No.84 *Labor and Employment Policies and Social Security in Germany and France* (April, 2007)
- No.85 *Survey and Research Report on Employment and Life of the Baby-Boomers: Data Analysis of 'Baby-Boomers' Employment and Life Vision Survey'* (April, 2007)
- No.86 *Interim Report of 'Study and Research on the Support of Development of Intra-Corporate Conflict Settlement'* (May, 2007)
- No.87 *Development of Career Readiness for Junior High and High School Students: Analysis of Career Readiness Test Standardization Survey* (May, 2007)

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