

Abstracts

The Characteristic of the Investment Activity for the Education and Training in Corporation and the Regulation Factors

Eiichi Ohki (The Japan Institute of Labour)

The purpose of this paper is clarifying the quantity and the quality of educational training investments of companies, and examining the distribution of educational resources and regulation factors. Consequently, the total annual Off-JT expense amount per one full-time employee was 88,300 yen. The determination of expense distribution with educational training of in-house initiative and external organization is specified to a training policy, profitability, and budget. Educational training expense is supplied to the subjective-oriented and task-oriented training over 40 percent, and to the training by functional group above 30 percent, and the remainder is supplied to the stratified training.

Career Management in Uncertainty

Hiroyuki Fujimura (Hosei University)

The aim of this paper is to make clear how to manage career development under the circumstance that job security in Japanese firms has been weakening. This paper analyzes how management and employees see on-the-job and off-the-job trainings. Both management and employees think that self-control of career development has become very important, but neither management nor employees have concrete idea how to support and/or to construct their career. The author shows the importance that each worker has his own career development plan and tries to combine OJT and Off-JT in appropriate way.

Problems Regarding Legal Policies on Vocational Ability Development: Why Have We Not Paid Much Attention to Them?

Yasuo Suwa (Hosei University)

Life-long learning and vocational ability development are indispensable in the era of change. Coming knowledge-based society will require them more than today. However, legal policies on vocational ability development in Japan have been long neglected by reason of late-developing related legal and administrative institutions, indifference of labor lawyers, practitioners' traditional neglect, over-dependence on OJT combined with neglect of Off-JT, over-concentration on employers' initiative in the internal labour market, scarcity of support policies for workers' initiative of career development, and so forth. Therefore, we should establish not only effective policies and measures to support individual initiative but also basic legal theory such as "right to career" in order to back up them.

Effect of Public Training Programs on Participants' Earnings in Japan

Masako Kurosawa (National Graduate Institute for Policy Studies)

This paper attempts to evaluate the effect of government provided training on participants' monthly earnings by 1) comparing earnings of participants and non-participants, and 2) comparing pre- and post-training earnings of participants. The former analysis has very few control variables and is plagued by selection bias problems. The latter analysis, on the other hand, is able to control for time-invariant characteristics and allows endogeneous selection into employment after the receipts of training. The latter analysis finds that while the earnings effect on mature women is positive, it is negative for mature men. The resulting estimates, however, are not very robust mostly due to difficulty in separating the effect of a year dummy from the effect of training, and the design of the survey which made post-training period too short. In order to come up with the estimates robust enough to be usable for policy discussions, we need a long-term panel data for both participants and non-participants.