

Abstracts

Gender and the Historical Transition of Corporate Governance in the US

Mariko Nohata (Tsuru University)

Corporate governance (CG) in the United States is generally seen as “shareholder oriented.” This paper traces the history of CG in the US, adopting a gender perspective to reveal that this simple classification is incorrect. We conducted a synthetic analysis of CG and corporate social responsibility (CSR) - two topics that frequently come up today without examining their mutual relation. By the early 20th century in the US, the Progressive business ideology had already spread and insisted on corporate authority, and welfare capitalism (WC) that fully considered CSR for stakeholders had developed. WC continued to expand, and by the mid-1970s CSR was seen as a matter of course, and WC was enriched by the legislation of equal employment opportunities and so on. In the 1980s mergers and acquisitions (M&A) flourished under neo-liberalism, and institutional investors and managers pursued their short-term interests. However, since the 1990s, the consensus in US has been that companies should not pursue profits merely for shareholders. Only by fulfilling their social responsibility to different stakeholders is sustainable prosperity possible. In this study, we examined diversity management as a typical example of today’s CSR.

Contemporary Significance of an Argument about the Employee Representation System

Hiroshi Iba (Doshisha University)

This report first considers past arguments about the employee representation system. Next, the example of the company is examined, in which the employee of various employment forms makes a representative organization all in one body and labour and management discussion is institutionalized. Finally, the following problems are pointed out to deepen the argument in future: First, the coexistence of various employment forms becomes the premise of the system design. Second, because a different worker group negotiates in a unified seat, mutual interest adjustment and assent are provided, and are connected for stability of the labour-management relations. There is also scope for labour unions to function. Finally, for the employee, reality can choose “exit” as a countermeasure to the employer.

Legislation of Fixed-term and Part-time Employee Protection Act in Korea

Sukhwan Choi (University of Tokyo)

Recent legislation of Fixed-term and Part-time employee Protection Act in Korea is containing several new regulations about increasing atypical workers. To begin with, a fixed-term employment contract is permitted regardless of causes, just with the restraint of 2years total employment period. When an employee is working exceeding this period, he (she) is to be regarded as non-fixed term employee (with some exceptions, Art.4), and you cannot dismiss him (her) by reason of expiration of fixed-term unless there is just cause (Art.4). Discrimination without reasonable grounds, compared with non fixed-term and full-time employee is banned (Art.8), and procedural regulations for the corrective order of Labour Relations Commission on the employers` discriminatory treatment (Art.9-15) are also introduced.

How far is the range of terms of employment etc. with which employer should not give discriminatory treatment, what can be the clear criteria for the reasonable grounds to justify discriminatory treatment (Art.2), and who will be the employee doing same or similar work to be compared with (Art.8). These are hot issues, bringing about possibilities of interpretations on the application of the Act, and at the

same time implying interesting suggestions to Japanese regulation of atypical workers.

The Possibility of Enactment of Disability Discrimination Act in Japan: Implication of the Americans with Disabilities Act

Tamako Hasegawa (Research Fellow of the Japan Society for the Promotion of Science)

Approaches to the employment of people with disabilities generally fall into two types: the ‘employment quota approach’ based on employment quota systems, and the ‘equality of opportunity approach’ based on anti-discrimination laws. Japan has adopted former approach. However since the US adopted latter approach, namely enactment of the Americans with Disabilities Act (ADA), latter approach has been prevailing. It is time for Japan to make positive efforts to introduce the latter approach.

This paper compares ADA with the existing systems for employing the disabled in Japan and clarifies the characteristics and problems of these two approaches. At the same time, this paper proposes a new approach that amalgamates the two approaches as a suitable employment policy for individuals with disabilities in Japan.

Creation and Agency Functions in the Knowledge Society

Naho Saito (Japan Productivity Center For Socio-Economic Development)

In the development of the Knowledge society, economic activity is greatly focused on initiation by intellectual production, such as branding businesses or artistic projects. Consultants, artists and writers are the people who bring about the added-value, by their qualitative objectives.

In global business, intellectual production can create new markets by bringing creative ideas to life, and ultimately producing commercial projects and product sales. Therefore, agents who can effectively represent creators are becoming a key element in the process, more than ever before. This study will also focus on how to improve the external labour market itself and also establish a suitable system for creators.

Analysis on the Influence of Social Insurance Increase on Corporate Employment Practices: Using Panel Data of Japanese Listed Companies for the Period 1984 to 2003

Kim Myoung Jung (Japan Center for Economic Research)

In this paper we estimated the influence that an increase in fringe benefits including social security contributions has on corporate employment practices and decisions. For this purpose, a panel data using the financial statements from 1984 to 2003 of Japanese listed companies was constructed. As a result of the analysis, we found that the social insurance shared by companies had a negative influence on the number of the employees hired. This proves that the increasing burden of the social insurance shared by companies is shifted onto employment by way of reducing its number. In addition, as a result of the comparative analysis of the influence that the increase in social insurance have on regular employees in one hand, and all types of employees on the other, we found that the coefficient of the social insurance was bigger than the coefficient for the latter (estimated period: 1984~2003 and 1984~1991). However, the difference was not so significant. In addition, it was proven that the introduction of a new social insurance system increases the burden of the companies, having a minus effect on corporate employment.

The significance of this study can be summarized in the following three points: first, we have matched the financial statements’ data of the listed companies and have built a panel data for the long term. Second, we have estimated the influence that social insurance have on corporate employment using this panel data. Third, we

had estimated the ratio of the regular employees among all types of employees, and have compared the influence that social insurance have on all employees vis-a-vis regular employees.

The Gender Differentials of Employment Adjustment and Reemployment Wages in Urban China: A Empirical Analysis using Chinese Urban Household Income Survey 2002

Ma Xin Xin (Keio University)

This paper is concerned to exploring the gender differentials of employment adjustment and reemployment wages in urban China. We do an empirical study using Chinese urban household income survey 2002.

The main findings are as follows: Firstly, females have higher unemployment possibility than males do. For both females and males, the lower the educational background is, the higher the unemployment possibility becomes. Secondly, females and the older workers have longer unemployment durations than males and the younger workers. Workers Searching jobs through a government intermediary tend to have shorter unemployment durations than those searching jobs through market competition or personal networks. Thirdly, for both females and males, the higher the human capital is, the higher the reemployment wage is earned. However, by the same conditions such as human capital, females earn less than males after reemployment.

These results reveal that there are the gender differentials of employment adjustment and reemployment wages in urban China. These suggest that it is necessary to pay attention to the gender discriminations when reforming state-owned enterprises and it is important to improve the functions of labour market in urban China.

Time Spent on Childcare in Japanese Family with a Small Child

Masago Fujiwara (University of Shimane)

This paper aims at clarifying the role structure of child care in Japanese households through examining the micro data of the 2001 Survey on Time Use and Leisure Activities conducted by the Statistical Bureau. It is the burden of childcare to be the most serious for the young mothers. The author is making its analysis from their viewpoints that how they could lighten the burden of childcare from their shoulders. The policy implication is that the more child care services and the shortening of working hours of their husbands are needed for them. The final goal of this study is to contribute to our urgent birthrate recovering projects.

Paradigm of Autonomous Participation at Shop Level: A Case Study of Automotive Company "S"

Hiroshi Gankoji (Nanzan Graduate School of Business Administration)

This article is to illuminate the meaning of union participation through labour-management consultation, based on the research results from the 1980 's downward.

An object of the study is company-S which is the principal automotive industry in Japan, and the union-management joint approach to the work load reduction during 4 fiscal years, 2002-2005. Also, that is the process of union-participation in the management of overtime hours worked. This approach results in a dramatic reduction in overtime hours. From this fact, we should assume that the union regulations are very effectively executed, including the participation in scrap & built to high performance, by chief shop steward's subjective decision makings. According to the shop-floor survey, through this approach, there is no such room for subconscious complaints.

Finally, S-Union-type regulation should be defined as "the autonomous participation to the management" with labour-management's mutual respects.

Diversification of Employee Forms and the Transformation of a Corporate Labour Market: Re-Analysis of the Working Person Survey 2006

Takashi Nishimura (Hitotsubashi University)

This article focuses on transformation of the corporate labour market through the internalization of tasks and hiring which had once been outsourced in the past. A career tree that has been used to analyze promotion patterns in the corporate labour market and human resource policies, has been applied to patterns of movement among regular and temporary workers. Workers included pregnant women, those who needed child-care, and who were studying or nursing at the same time. The results showed that even if a workers first job was temporary, they could become a regular employee, this was regardless of their educational background, demographic traits. However, the result from regular employees showed that income and positions are diversified by work experience and patterns of movement throughout the labour market.