

Abstracts

Labor Market Polarization and Non-routine Unskilled Employment in Japan

Toshie Ikenaga (Cabinet Office)

This study examines the reasons underlying the increase in workers performing non-routine manual tasks that, while relatively low-skill, require flexible and responsive personal interaction. Focusing on personal services as approximate variables, it seeks to explain the increase in employment in such tasks by focusing on demand-side factors, including long-term demographic trends such as population aging and shrinking household sizes, and the increase in high skill workers as service demanders. Using household micro-data, the expenditure share on personal services in consumption expenditure is found to increase with income, and is greater the smaller the number of household members; this share also tends to be higher for households whose head is aged 60 and over. A comparison of patterns in 1994 and 2004 shows demographic changes to be important factors. The share of those employed in services at the prefectural level in 1997, 2002 and 2007 tends to be high in regions where a greater share of high-skill workers according to a fixed-effects estimation. The relationship between the magnitude in inflow-to-service occupation and relative wages in the lower tail at the prefectural level is found to be negative; this implies that an increase in the share of non-routine manual tasks would possibly widen the level of disparity in the lower tail of wage distribution.

Is Non-Standard Employment a “Dead End”? Labor Market Regulation and Transition to Standard Employment

Masato Shikata (Keio Advanced Research Centers (KARC), Keio University)

This paper examines the transition from temporary to permanent employment using panel data from Japan (Keio University Household Panel Survey, KHPS). Employment protection legislation (EPL) in Japan for regular employees is relatively strict among OECD countries, even though it is weaker for temporary workers. Results of a comparison of the rate of transition between Japan and EU countries indicated that Japan had the lowest possibility of transition. Moreover, analysis of gender differences of the transition rate in Japan revealed a substantial gap between women and men. In the case of transition to a regular worker within a company for women, the rate was much lower than that of men despite controlled age and employment status. In addition, male temporary workers who involuntarily became temporary workers were able to transfer more easily to permanent employment than female temporary workers. This shows that female workers, who make up the majority of temporary workers, are at a disadvantage compared to their male counterparts.

Stress Response and Employment Situation of Teachers in Day-Care Centers with a Focus on Employment Status and the Ratio of Part-timers

Tetsuji Kamiya (Tohoku University), **Ryuuichi Sugiyama-Okuno** (Tottori University),

Yuichi Toda (Osaka Kyoiku University), and **Yuichi Murayama** (Teikyo University)

Recently in Japan, a considerable number of full-time teachers in day-care centers have been replaced with part-time teachers for reasons of the government's finances, despite the fact that day-care centers are expected to deliver various kinds of support for children and their parents. Several studies have shown the deteriorating conditions of Japan's child-care environment. This paper focuses on the stress response of teachers who are, as a whole, experiencing an increase in the ratio of part-time teachers (PT-ratio) in day-care centers. The responses of 2,196 teachers from 121 day-care centers in randomly selected cities in Japan were analyzed. The results showed that: (1) There were 3 inter-correlated factors of the stress response of teachers, those being exhaustion, evaluation anxiety, and feelings of isolation, (2) The mean scores of 3 factors were

significantly higher for full-time teachers than those of others, and (3) Among 3 factors, the exhaustion score of full-time teachers was much higher when the PT-ratio was higher. These results were discussed in regards to the quality of practice (QOP), and serious concerns were shown on the aggravation of QOP due to the increase in stress responses of full-time teachers.