

## Abstracts

### Changes Experienced by Middle-aged Employees in Japan's Labor Market

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We examine the change in the Japanese labor market during the last 20 years after the bubble burst, focusing on "middle-aged" (i.e. 35–50 years old) full-time workers. We find that enhanced mobility has been observed among the middle-aged to a certain extent with smaller transaction cost of job transfers, while the internal competition to move into managerial positions has been possibly strengthened among them. The analysis by the use of an establishment-panel dataset reveals a positive correlation between the prize for management and the turnover rate at each establishment. The change experienced by the middle-aged is consistent with the theory of the rank-order-tournament, which indicates that even middle-aged workers, a core group of the Japanese employment system, are unable to escape from the impact of the structural change of the Japanese labor market. The promotion probability to section chiefs among lifetime employees is negatively correlated with the turnover rate at each establishment, consistent with the theory. On the other hand, positive correlation is indicated between the promotion probability to department directors and the turnover rate. This is possibly linked to the fact that among the middle-aged promotion to department directors is mainly determined by internal competition among lifetime employees, not by competition with mid-career employees. We conclude that the structural change experienced by the middle-aged indeed varies depending on the stage of the promotional ladder or the stage of their life. It is indicated that such change has not necessarily been spread over all middle-aged employees, and that a simple theoretical model cannot thoroughly explain the situation faced by them in a consistent manner.

### An Empirical Analysis of Organizational Hiring Activity of Middle-aged and Older Personnel

Akie Nakamura (Recruit Works Institute)

The labor mobility of middle-aged and older personnel has become an important policy issue due to the aging of society. However, organizational hiring activity for such people has not been thoroughly researched in Japan, because the labor market had not been flexible. This paper investigated organizational hiring activity of middle-aged and older personnel focusing on mutual complementarities among various HR (human resource) institutions, including hiring and path dependence of changes in hiring activities in employment / human management systems empirically. Our findings were that organizational hiring activity of middle-aged and older personnel had path dependence and that the existence of inertia in human resource acquisition was inferred. On the other hand, mutual complementarities between the hiring activity middle-aged and older personnel and other HR institutions were not significantly proved. Therefore an additional, more elaborate test is required.

### Issues and Problems of Mid-career in Organizational Career Development

Ryuta Suzuki (Kobe University)

The purpose of this article is to discuss theoretically career problems and their background for middle careers, which do not have much attention in career theory. The new career theory many career studies currently focus on presents an individual who has the initiative and responsibility for their own career. However, with an accumulation of new career theory studies, little studies are focusing on organizational careers, in which employees' careers are developed by both organizations and individual. In this paper, we try to consider and discuss the middle career from the perspective of initiative of career responsibility and present problems of the middle career which would be caused by the conflict between both organizational and individual career development.

The Current Status and Issue of Middle-aged Employees in a Company: From the Viewpoint of Labor-Management Relationship

Sumiko Ebisuno (Rissho University), Sakae Oguma (Japanese Trade Union Confederation) and Yasuo Murasugi (Hosei University)

This paper reveals the actual condition and issues of the way of working in a company of middle-aged employees who constitute the core of an enterprise. They are under the pressure of work and the situation is expected to become more serious in the future. They have to work overtime because of the increased work volume and at the same time do not have enough time to train their junior fellows and subordinates. This leads to the lack of cultivation of young people and their early leaving from the company. The business condition of middle-aged employees is classified into three types: 1) the number of middle-aged employees is less than the work volume; 2) the number of young people is insufficient though there is an adequate number of middle-aged employees; and 3) the number of both young people and older people is insufficient, though there is an excessive number of middle-aged employees. The middle-aged employees who are in the core of a company take on the work of people belonging to other age groups, and are consequently pressed by business. In other words, the issue of middle-aged employees is caused by the influence of other age groups, and on the contrary, the issue has great impact on other age groups. These are problems facing the entire office. In the background of the problem is the "distortion" of the age structure. The biggest factor to generate this distortion is the constraint or suspension on hiring of new graduates. To correct the distortion afterward is very difficult, and the problem has a lasting effect. As a challenge to solve the problem, the older generation over 60 who will further increase in the future assume the responsibility of supporting or training the middle-aged employees in order to lighten their burden. This, at the same time, enhances the older persons' motivation. However, a radical solution is to employ the necessary number of people. At the moment, only about 16% of unions confer and negotiate about the numbers of employment between labor and management, therefore it is a very important issue to deliberate on human resources from a long-term viewpoint in terms of who will support the companies.

Work and Life Conflict of Middle Aged Workers: Time Allocation of Work Hours and Elderly Care

Sachiko Kuroda (Waseda University)

Under the super-aging society, there is a growing concern that the number of middle-aged workers who need to take care of their elderly parents has increased rapidly in these decades. However, there is limited research that investigates the time use of those workers who are giving care to elderly. Using Japanese time-use data, this paper investigates how the time-use of middle-aged care givers has evolved in these decades. The main findings are as follows. First, from our estimation, the care-givers have increased from 3.56 million in 1991 to 6.83 million people in 2011. Second, against the growing number of care-givers, the time used for elderly care has decreased tremendously since 2001. On the other hand, work hours have increased during the same period. Third, using Oaxaca-Blinder decomposition, we tried to investigate the reason of the decrease in time for elderly care. Although the implementation of nursing care law in 2000 explains a part of the decline in time for elderly care, the most part remains unexplained.

Work-life Balance and Mental Health among Dual-earner Couples

Akihito Shimazu (The University of Tokyo)

In this article, I discussed work-family balance and its effects on well-being (especially, mental health) among Japanese dual-earner couples. First, I referred to the conceptual framework of work-life balance in job stress research (i.e., spillover, crossover). Then, I introduced empirical studies that examined the relationship of work-life balance with one's own and one partner's / child's mental health. Finally, I referred to future directions of work-life balance research; (1) the focus of crossover research should be

extended in the family from spouses to children as well as live-in elderly parents, and (2) testing positive pathways in the Spillover-Crossover model.

A Study about Legal Subjects for the Middle-Aged Class: How the Problems of Workers Carrying both Family Responsibility and Labour Responsibility were Dealt with in the Japanese Labour Laws

**Toshiko Kanno** (Hokkaido University of Education)

The author classifies the problems which workers from the middle thirties till forties meet in their lives into four types; the first is the problem of a relationship between leave and wages, the second is the problem of personnel relocation, the third is the problem of the discrimination about promotion, the fourth is the problem of temporary workers. The author looks at a case where a worker had her salary reduced after coming back from maternity leave for the first problem. For the second problem, a case where personnel relocation after parental leave caused a big salary cut was covered. For the third problem, a case of discrimination between men and women concerning promotion and salaries was considered, and for the fourth problem, a case involving wage discrimination between regular workers and temporary workers plus a case of the temporary workers' termination were studied.

The problems of the middle-aged class are common problems for all workers, because almost everybody must face a marriage, childcare, and caring for the elderly, while nevertheless keeping working.

The Effects of the Great East Japan Earthquake on Jobs

**Yuji Genda** (The University of Tokyo)

This paper empirically examines the job effects of the Great East Japan Earthquake using micro data on the Employment Status Survey conducted by the Statistics Bureau in 2012. It specifies the working situations and living places of sampled workers at the time when the earthquake occurred and clarifies the disaster's effects on these workers nationwide and in the damaged areas respectively. The disastrous impact was prevalent in the wide areas of east Japan, and young or less-educated workers were especially suffered from the earthquake. Not a few of the full time workers suffered reduced wages and working hours, though they were less likely to lose jobs than part time ones. Losing jobs was significant in the areas where many people died or were lost by tsunami. The workers who had lived in the designated refugee area affected by the pollution from the nuclear power plant accidents in Fukushima had to leave their jobs and were continuously unemployed. These unemployed Fukushima refugees still wish to work but were depressed to search for jobs. For the people forced to move from areas where they originally lived, it is generally difficult to secure jobs after the earthquake.