

## Abstracts

### Attributes of Workers Such as Gender and Age and Policy for Non-regular Employment in Japan

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In the field of research on labour policy, employment type such as “regular employment” and “non-regular employment” and attributes of workers including age and gender should be considered as different factors primarily. In fact, they are not (have not been) considered to be always closely related with each other. For example, discrimination against “temporary workers” from “regular workers”, attracted attention before the period of rapid economic growth, was not significantly related to workers’ attributes, and therefore, discrimination against the temporary workers unconnected to workers’ attributes was considered to be a serious policy issue. Under the social employment system established in the period of rapid economic growth and maintained until the mid-1990s, however, employment type and workers’ attributes had been related with each other to a considerable extent, and some policy measures were taken subject to the close relation of them. Or, rather than, labour problems became invisible and some administrators considered special measures were not required. In such a situation, many women part-time workers regarded themselves as homemakers fundamentally, and carried out their part-time jobs on the side to support their household. Therefore, discrimination against them was not viewed as a problem in their place of work. On the whole, dispatched women workers were those who left their jobs due to marriage, special contract employees were mandatorily retired elderlies, and “arbeit” (part-time) workers were students. These socially accepted concepts prevented formation of critical consciousness of labour problems. After the 1990s, with the increase of so called “freeters” (young part-time workers who are neither housewives nor students) as a starting point, the relationship between employment type and workers’ attributes has been weakened again gradually, but considerable influence of the past social employment system still remains. Namely, when administrators take measures attaching importance to employment type, people’s consciousness to workers’ attributes would disturb the said measures, and vice versa.

### Trends in Social Mobility and Class Composition among Non-regular Employees

**Satoshi Miwa** (Institute of Social Science, The University of Tokyo)

The purpose of this study is to examine the trends in class composition and social mobility among non-regular employees after 1980s, and to make a discussion about inequality between non-regular and regular employees. Focal points of my empirical analysis are temporal change in industrial structures, occupational structures, class structures, and trends in social mobility pattern and process. Datasets from the 1985, 1995 Social Stratification and Social Mobility Surveys and the 2010 Japanese General Social Survey are used to conduct statistical analyses. The main findings are as follows, (1) changes in industrial and occupational structure among non-regular employees are relatively slow; (2) replacement of new jobs from conventional ones is more likely in non-regular employment strata; (3) inequality of class position between non-regular and regular employees has increased especially in women and elderly men; (4) unfavorable kinds of social mobility among non-regular employees have also gone up during recent decades. As a result, I conclude that the status of non-regular employees in terms of social hierarchy and mobility opportunities have been weaker than in the past.

### A Comparison of Atypical Employment in Japan, South Korea, Italy and Canada

**Mami Iwakami** (University of the Sacred Heart, Tokyo)

The purpose of this thesis is to highlight, through a comparative study, the present situation of and issues involved in young people’s atypical employment as they struggle to live in the present uncertain times. There are two main objectives in this comparative study. One is to ascertain, on the basis of a cross-national comparison, how atypical employment in Japan compares with the same phenomenon in other countries. The second

is to elucidate relative gender gaps in each country. In comparison, three points are summarized on atypical employment in Japan. The first and most important point is that the employment system in Japan is extremely rigid compared with other countries. The second point is that gender gaps in employment forms (especially between regular and irregular employment and between typical and atypical employment) are most notable among the four countries. The third point is that, in addition to clear gender gaps, disparities are expanding within the same gender in recent years. This thesis offers the following opinions: that although it is important to understand how this development manifests itself in a gender-biased way, and how policy measures can possibly address the task of narrowing gaps between and within genders effectively, the most important thing is that the employment system itself changes into a more flexible one.

#### The Antecedents and Consequences of Perceived Organizational Support (POS) of Non-Standard Workers

**In-Seok Chae** (Senshu University)

Compared with ongoing, full-time standard workers, non-standard workers are likely to need much more organizational support from employers because of their poor status in organizations and the labor market. For a sample of the Japanese dispatched workers, this study investigates the antecedents and outcomes of perceived organizational support (POS). The result suggests that POS of the dispatched workers predicts positive attitudes and higher supervisor ratings, and HRM policies and fulfillment of contracts contribute strongly to the development of POS. Female and older dispatched workers, however, report lower POS, which implies that employers might not support equally all the dispatched workers.

#### Organization and Labor Unions of Non-regular Workers in Japan

**Ayami Kamuro** (Atomi University)

In recent years, there has been an increase in the number of non-regular workers in Japan, along with the diversity in gender, age, and type of employment. The existence of a diverse labor force creates a whole new set of challenges in the workplace. The involvement of labor unions is indispensable for all employed people to work under fair working conditions and to be empowered to realize their potential with confidence. Therefore, this paper discusses the organization of non-regular workers into labor unions and their subsequent activities by focusing on initiatives that aim at improving the treatment of non-regular employees and enhancing fairness in the workplace. Further, on the basis of case studies, the study also examines the question as to whether labor unions help to improve the working conditions and ease of working for not only non-regular employees but also full-time regular employees. Results helped identify the challenges faced by labor unions, and these were arranged into four categories. First, labor unions are hard-pressed to correlate the content of work and the working conditions of non-regular workers. Second, they are expected to regulate the human resource management system. Third, they are mandated with improving the working conditions of non-regular workers, especially measures toward indefinite-term employment. Fourth, they are required to build organizational capability in order to respond to diversity. Through organization and subsequent activities, labor unions can acquire the capabilities to make proposals and develop negotiation skills to build a new, flexible system while improving the working conditions of workers. Simultaneously, however, it is expected that they rise above the trite concept of employment management classifications based on traditional division of labor by gender.