

## Abstracts

### The Classification of Occupations and the Occupational Structure of Japan

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The aims of this article are twofold. The first aim is to delineate occupations by making the concept of occupations clear, explaining different ways of classifying occupations, and presenting two types of occupational classifications. An occupation is a construct composed of a group of jobs whose main tasks and duties are considered similar. The standards against which occupations are classified are called classification criteria. Roughly speaking, occupations are classified on the basis of either job traits or worker traits. Type of work performed and the skill required to carry out the tasks and duties of a given job are some examples of job traits, and those human traits like interests and work values are typical examples of worker traits. In order to produce national occupational data some countries use the type of work performed as the main criterion when developing their national classifications, and others use the skill criterion. The second aim is to describe roughly the occupational structure of Japan that has undergone a remarkable change since the 1960s. Particularly notable changes are found in clerical occupations, which became the biggest group among the major groups, and the professional occupations, which more than tripled in terms of share during the period from 1960 to 2015.

### Comparative Analysis of Various Occupational Status Indexes in Social Stratification Research

**Namie Nagamatsu** (Kwansei Gakuin University)

The concept of occupation has been emphasized in Sociology because it represents the social status of individuals. Many indexes of occupational status based on a variety of theoretical frameworks have been developed and used in social stratification research. This article discusses the findings of recent studies analyzing the relationship between occupational status and individual consciousness, attitudes, and life conditions while showing the characteristics, meanings, and limitations of existing occupational status indexes. First, this article explains the categorical and continuous indexes of occupational status and points out three new approaches criticizing existing indexes: (1) microclass scheme, (2) focus on occupational tasks and skills, and (3) new class schema in post-industrial society. Next, this article conducts sensitive analyses covering multiple occupation status indexes: regressions of income and status consciousness. Based on the results, the effectiveness of occupational status indexes is discussed. Lastly, this article proposes two further research agenda on occupational status: (1) examining the effectiveness of occupational status indexes and developing new indexes focusing on a variety of aspects of occupation, and (2) investigating how occupational statuses stratify job conditions and lead to inequality in job quality.

### Technology, Occupation, and Labor Markets

**Ryo Kambayashi** (Hitotsubashi University)

Economics has long been concerned about the relation between technology and labor market outcomes. In this article, we review the transition of economic arguments that have recently reached task-based analysis. In Japan, the Career Matrix, the counterpart of the Dictionary of Titles and O\*NET in the United States, has been collecting occupational task information. However, since the government abolished the database and rescinded access to the accumulated information, empirical research about the relation between the technology and task assignment has not been fully examined in Japan. Therefore, the reconstruction of a new task database is highly anticipated. It should be noted that, because the tradition of Shokunō Shikaku Seido is widespread among Japanese workplaces, workers may not be able to conceptually distinguish between the physical task components and the skills required of themselves. Therefore, it is possible that the task information may become distorted if it is collected through individual surveys as compared to an expert investigation. Multiple ways of collecting

information may be necessary.

#### Occupation as Career in Japan's Internal Labor Market

**Mitsuharu Miyamoto** (Senshu University)

This article discusses occupations in internal labor markets. In general, Japan's internal labor market is thought to deny the concept of occupation because it makes the scope of jobs so broad and flexible that the meaning of "occupation," in the sense of continuing in a certain job, is ambiguous. It has been suggested that Japanese employees will undertake any job that companies demand them to do in exchange for stable employment. Contrary to such popular view, we argue that occupations are shaped like careers in the internal labor market, wherein employees establish their career by undertaking related jobs, and acquire various sets of skills that contribute to the firm's competitiveness. Such a scheme assumes long-term employment. Although long-term employment has been maintained despite a prolonged depression, there are not many employees who are convinced of it, less than half of the employees in survey data, and therefore, there are few who expect to form an internal career. Although Japanese firms were characterized by close communication between management and employees at the workshop level, there is really a large perception gap on long-term employment. It is important to fill such gap by advancing internal communication at the management level. If this leads to employee's involvement in corporate governance, it may be a true challenge for the Japanese employment system.

#### The Concept of "Occupational Security" in Labor Legislation and Regulation of the Labor Market

**Kenji Arita** (Seinan Gakuin University)

The concept of "occupational security," which connects the fundamental constitutional right to work to the policies of labor legislation, contemporarily refers to a state in which individuals can freely choose the occupations that suit them according to their abilities and can engage in such occupations (including self-employment) stably throughout their lives. Given such an understanding, the labor market should be regulated to assist individuals who want to remain in their present employment to maintain their employment, and to assist individuals who want to take up alternative employment or self-employment in making smooth career transitions. When we consider the labor market regulations designed to minimize the risk involved in individuals' career moves, the social institutions that constitute the preconditions of decent work should be neutral toward the forms of work chosen by virtue of every individual's freedom to choose the occupation that suits him/her. It is essential to arrange a system that provides for decent living conditions when unemployed by rearranging the system to support the unemployed and to assist them in taking up alternative employment or self-employment, irrespective of the form of work. It is also necessary to regulate businesses that fulfil the role of matching individuals with suitable employment or self-employment in the labor market, for the purpose of ensuring the above considerations.

#### "Labor and Education" Revisited

**Shigeo Kodama** (The University of Tokyo)

Education has played a role of separating labor from politics by normalizing labor. In this paper, focusing on Hannah Arendt's criticism of Marx, we will critically target speculation and normalization of labor, and explore the direction toward the denormalization of labor in education. In addition, I would like to clarify how Arendt conceived denormalization of labor from there. In doing so, I would like to draw out that denormalization of labor at present postwar days in Japan leads to re-politicization of education and recovery of the relevance of occupation and citizenship in education.

Does a Job Training Program Improve Motivation to Get a Job? A Case Study of the “Shukatsu-Club” at Osaka Youth Hello-work

**Hirofumi Kurokawa** (Doshisha University)

**Miki Kohara** (Osaka University)

We investigate the effect of participating in a job training program for youth on job-search efforts. The present paper focuses on a free job-training program for youth, which is sponsored by the Japanese government. The youth who participate in the program have to attend the program every day for two weeks and acquire job search skills through a variety of group work. We conducted an original survey for program participants to ask about job-search motivation at three different point in time: on the first day, a day in the middle of the program, and the last day of the program. The results, based on panel estimation controlling for job-seekers' unobserved effects, show that the participants' motivations and positive opinions of their prospects gradually improved during the training period. A follow-up survey further showed that the participants who had improved opinions about their prospects of getting a job during the training period had a higher probability of getting a job after the program ended. These results suggest that a youth job-training program improves the motivation to get a job and the improvement of motivation leads to getting a job.