

Abstracts

Monetary Valuation of Unpaid Work

Miyuki Hashimoto (Takasaki City University of Economics)

In this paper, I present conventional progress on the monetary valuation of unpaid work and the new UNECE guidelines to examine future directions in Japan. In particular, I focus on the relationship with the SNA of the United Nations and household satellite accounts as well as the recommendations of the new UNECE guidelines. It seems that, along with convergence of opinion on the valuation of unpaid work itself, movement has begun toward the construction of household satellite accounts. Therefore, I introduce issues related to own-use service production work and consider some recommendations of the new UNECE guidelines.

“Unpaid” Work and Wages

Hiroyuki Minagawa (Chiba University)

Can unpaid work be established from a legal perspective? This paper considers services that may be provided without consideration, such as training and volunteer activities, and provides a legal framework that allows them to be provided free of charge, or in which services are regulated so as to be paid. Firstly, I consider the possibility of providing free services. In the framework of the Civil Code, the contents of a contract can be freely decided by the parties in principle. However, under regulation through the typical contract provisions of the Civil Code, contracts for employment and work should be paid contracts, and delegation/semi-delegation contracts can be free of charge. Secondly, I will examine the regulation for service contracts under the mandatory laws of employment law. Employment laws such as the Labor Standards Law and the Minimum Wage Law are applied when the service provider is a “worker.” This depends on the existence of subordination, and is basically the same for services, including for training purposes. On the other hand, if there is unpaid service provision, there is a fundamental problem as to whether or not the service provider is a worker under the Labor Standards Law. It is considered to be appropriate to interpret that unpaid service providers can be “workers” when their services can only be provided in anticipation of wages.

Family Care and Care Allowances in Germany

Chikako Mori (Seijo University)

In the German care insurance system, care recipients can receive in-kind care benefits or care allowances. The allowances are likely to be paid by the care recipients to their family caregivers. In the Japanese care insurance system, cash allowances are not provided due to concerns such as entrenchment of family care, difficulty in ensuring the quality of family care, restriction on the expansion of in-kind care benefits, and increasing caring costs. This article examines the reasons why German care insurance provides care allowances. In conclusion, this article points out that the concerns raised in Japan are not realized in Germany or measures are taken; that a care allowance itself is not sufficient for “compensation” of family care; and that the combination of care allowances and complimentary measures such as the application of the social security system to family caregivers and active support for them would lead to improving the status and reducing the burden of family caregivers, and function as “compensation” for them to a certain extent.

Marital Relationships concerning Housework and Work

Akiko Nagai (Japan Women’s University)

In contemporary Japanese society, while gender-based divisions of labor still persist, both men and women are facing a double burden. Although the hours of the day devoted to housework are decreasing, the time needed for childrearing activities is increasing, and the double burden on men and women is especially noticeable in households with children. Even so, this dual burden tends to be heavier on women

with respect to housework and childrearing (the caregiver role) while men are expected to work outside the home (the breadwinner role). This is due to the fact that the scope of housework and childcare has expanded from tasks involving things to those involving provision of care (dealing with people) and information, and the prevalence of social norms regarding men's ability to act as the breadwinner. The time men spend on parenting activities is increasing, but the time spent by women is also increasing. In some households, one partner is fully responsible for childcare whereas the other is virtually uninvolved, although parenting is often managed jointly by both spouses in terms of time and energy spent. As such, it is difficult to eliminate the dissatisfaction men and women may experience regarding this double burden unless working hours are significantly reduced. In the past, it was believed that couples in their first marriage balanced housekeeping and work by means of changes in life stages. There are currently numerous different options available to people, such as divorce and remarriage, changing partners, or choosing not to marry at all. There is a high risk of encountering a binary choice between homemaking and a career not only with respect to marriage, but also while dating and finding a partner. However, this double burden is stressful. Some may agree that the option of not marrying may be the best choice to avoid this crisis if society continues as it has, without considering the realities of family life.

Financial and Non-financial Incentives in Work Motivation

Kou Murayama (University of Reading)

While normative economic theories suppose that humans are primarily motivated by financial incentives, studies in psychology have long argued that human motivation is supported by a variety of non-financial factors such as self-esteem, relationships, and intrinsic enjoyment. This article provides an overview of these psychological theories, discussing how these financial and non-financial factors dynamically interact and influence work motivation. I then provide a reward-learning framework to clarify similarities as well as differences between financial and non-financial types of motivation. The framework indicates that financial and non-financial incentives similarly motivate workers as they learn the rewarding feeling associated with the work. However, it also argues that intrinsic motivation (motivation based on intrinsic rewards such as task enjoyment) has better sustainability because intrinsic rewards can create a positive feedback loop in the reward-learning process, which supports autonomous behavioral regulation in the long run. Finally, according to the reward-learning framework, I suggest potential ways to facilitate workers' intrinsic motivation by "instrumentally" employing other financial and non-financial incentives.

Effects of Childcare Services on Maternal Employment: Utilization of Licensed Daycare Centers in Japan

Mao Nakayama (Keio University)

This study aims to understand how maternal employment is affected by childcare services (specifically, Saturday childcare, holiday childcare, and post-sickness childcare, provided by licensed daycare centers), examining whether these services encourage mothers to work. The services provided by licensed daycare centers in Japan lack uniformity. Therefore, we focus on not only the capacity of such childcare centers, but also the services provided. We conducted an original survey in Osaka Prefecture and obtained micro data such as personal attributes, residential areas, and changes in employment status. This enables analysis that captures the availability of childcare centers, and not just their actual use. The results show that not only the capacity of childcare centers, but also the provision of specific childcare services promotes employment among mothers. Notably, our analysis suggests that the use of time-flexible childcare services, such as Saturday childcare, significantly increases the maternal employment rate.