

## Abstracts

### A Review of Studies on the Evaluation of Public Job Training in Japan Using Quasi-Experimental Methods

**Hiromi Hara** (Meiji University)

Policy evaluation of active labor market policies has been conducted in many countries using experimental or quasi-experimental methods. This study focuses on public job training in reviewing research trends overseas and previous studies in Japan using quasi-experimental analytical frameworks to estimate the effects of training for displaced workers, then discusses what should be done to better estimate effectiveness in the future. A previous study using the propensity score matching method, Hara (2022), demonstrates that training for displaced workers significantly increases the probability of working for both men and women, and also has positive effects on annual earnings and the probability of regular employment for women. This implies that it is more effective for women than for men, at least in the short-run. However, the limitations of this analysis necessitate the further use of administrative microdata and randomized controlled trials in the future.

### Support System for Job Seekers During the COVID-19 Pandemic

**Tadashi Sakai** (Hosei University)

The Support System for Job Seekers (SSJS), which was introduced in 2011, did not see a significant increase in participants even after the start of the COVID-19 pandemic, so the requirements to receive benefits (e.g., annual income requirements for the individual and household, attendance rate for training, etc.) were relaxed as a temporary measure. While this relaxation is commendable in the sense that it opens the door to those who had been discouraged from using the SSJS due to its strict requirements, this necessitates careful examination of (un)intended effects. Although the SSJS is often expected to promote labor mobility, participants in popular training courses do not necessarily have high employment rate, implying that merely responding to the needs of those who wish to take the course is not enough to achieve the socially ideal labor mobility. Rather than expand employment insurance coverage or similar measures, the SSJS may be used as a more effective safety net for new and different types of employment, such as freelance work. However, the fact that the SSJS is available only to those who need job training may become a potential stumbling block. In-depth discussions are needed to determine whether the SSJS and other systems can seamlessly share function as a second safety net.

### Legal Structure of Cream-Skimming Risk in Vocational Training for Job Seekers

**Yoko Nakamasu** (Asia University)

This paper focuses on the legal structure of trainee selection in vocational training for job seekers, which has not received much attention so far. This type of training is designed to cover a wide range of job seekers in terms of the trainee requirements, but in reality, the trainee selection criteria and its process are unclear. This may pose a risk of bias in the selection of trainees. In addition to this opacity, there are systems of financial incentives for training institutes that are linked to employment performance, such as employment rate, and training institutes can participate in selecting trainees, leading to a situation in which training institutes may be tempted to exclude job seekers who are unlikely to find stable employment from participating in the vocational training. This structural harm in the selection of trainees not only violates the aforementioned spirit of the law, which broadly targets job seekers, but would disproportionately distribute public resources to job seekers who are expected to have high employment prospects and are likely to obtain stable employment rather than those who would be less likely to develop and improve their vocational competencies without such resources. This could generate serious disparities in the labor market.

Measuring Effectiveness of Job Search and Job Training Programs Based on Experiments and Surveys at Job Support Training Centers

**Hirofumi Kurokawa** (University of Hyogo)

**Miki Kohara** (Osaka University)

Research has increasingly been conducted based on experiments at job support training centers. Job support centers are ideal for research because they contain information both on jobseekers and job offers, making it possible to observe job matching. They also feasible places for experiments because they share the same interest as researchers in that they want to find effective ways to improve outcomes of job seekers, such as employment rates and post-unemployment wage. What can we learn from experiments and surveys at job support centers? How can we conduct effective experiments and surveys in Japan? This paper first summarizes existing studies based on the experimental evidence, then summarizes the results of our experiments and surveys on the effectiveness of a certain program conducted at a public job support center in Japan. The paper also explains the specific processes we took to plan the experiments as well as some innovations we have made to implement the experiments. We hope this paper is useful in encouraging future job matching experiments at job support centers in Japan.

Empirical Study on Bullying and Harassment in the Japanese Workplace: Indirect Exposure, Victimization, and Job Change

**Kazutomo Komae** (RECRUIT Works Institute)

This study uses two sets of data to examine the relationship between the workplace environment in Japan and the experience of having seen, heard of or suffered from harassment, as well as the impact of these experiences on mental health and the possibility of revictimization after changing jobs. An analysis using the Recruit Works Institute's "Japanese Panel Study of Employment Dynamics" found that there was a tendency towards increased probability of job separation among employees with short tenure who have seen or heard of harassment and toward worsening of mental health for those with medium- to long-term tenure. Furthermore, an analysis excluding individual effects shows that having seen or heard of harassment particularly affects regular employees who are male. Lon-term indirect exposure to harassment is also more likely to lead to job separation and deterioration of mental health, with these effects observed in a wide range of people beyond regular employees who are male. The "Questionnaire on Interpersonal Relationships and Problem Solving in the Workplace" was used to analyze the effects of direct damage caused by harassment after re-employment of those who left their jobs due to harassment victimization. According to the analysis, those who left their previous employers after less than five years of employment and those who took longer to reenter the workforce were more likely to be re-victimized.