

Abstracts

An Analysis of the Wartime Labor Market in Terms of Career: Inequalities in Job Changes and Conscription

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The Asian-Pacific War was a total war that required all citizens to cooperate in the war effort. Specifically, citizens cooperated either as labor (conscription) or as military (recruitment). Therefore, a major issue for the government during the war was how to allocate human resources to labor and military power. This paper examines how citizens were allocated as labor or military forces based on their occupational backgrounds during the wartime period. We also examine whether there were inequalities in the burden of war. This paper uses data from the 1951 Keihin Industrial Zone Survey. The data are used to analyze the occupational histories of workers from 1931 to 1944. The analysis shows that during the war period, especially after the Pacific War in 1941, there were few job changes in manufacturing and military industries, especially in machinery and metal manufacturing, while there were many job changes in manufacturing and military industries in the commercial sector. In agriculture, job changes were high until the Sino-Japanese War, but then declined. Workers in small and medium enterprises changed jobs and were drafted more often. Thus, industries and occupations that made it difficult for workers to change jobs or be drafted were treated favorably as valuable members of the workforce. During the Asian-Pacific War, citizens were selected on the basis of their ability to contribute to the war effort, creating an inequality in the burden of war.

Women's Labor in the Wartime Period: The Diversity of Women's Attitudes towards Labor Mobilization

Yuuri Horikawa (Niigata University of International and Information Studies)

We consider the similarities between labor policy during the wartime period, when the very survival of a nation depended on it, and contemporary Japan, which aims to maintain international competitiveness in a global society. One similarity with contemporary Japanese labor policy is the rush to increase the number of available workers, regardless of gender, in the face of labor shortages. Another is the lack of support for balancing child rearing with gainful employment.

Transformation of the Remuneration System in Post-War Germany: A Case Study of a Chemical Company

Fumiki Ishizuka (Meiji University)

Based on a case study of one company, this paper attempts to clarify the changes in corporate remuneration systems in Germany, which experienced two defeats in the World Wars. In doing so, we examine how changes in the business environment due to war affect corporate HR systems. The observation period is from 1924 to 1975. The background of this research is that previous studies have emphasized the importance of individualized remuneration systems in German companies before the outbreak of World War I on the one hand, and have suggested the existence of seniority-based reward systems in German companies after World War II on the other hand, but academic consideration has not been given to the micro-level transformation of the remuneration system thought to have occurred between these two periods. In this paper, a qualitative analysis of the HRM practices of the case companies revealed that, through numerous changes in historical circumstances, the individualized remuneration contracts dating back to before World War I were gradually replaced by collectivistic remuneration contracts that allocate company growth to all managers. We verified that the amount of remuneration for each manager apparently started increasing based on seniority in line with this. From the perspective of historical continuity, it can be inferred that changes in remuneration policies that occurred during the period of hyperinflation after World War I prepared Germany for the change to a collectivistic remuneration system after World War II. Next, a statistical analysis shows that seniority-based operational policy for remuneration may have been in place just before the outbreak of World War II. In addition, by

estimating the compensation function as of 1975, we have shown evidence that by this time, even when controlling for variables related to functional rank, there was still room for seniority-based compensation systems to operate.

The Military and Changing Modes of the Military Service: From Conscription to All-Volunteer Force, Recruiting Crises, and the Revival of Conscription after the Russia-Ukraine War

Hitoshi Kawano (National Defense Academy)

The end of World War II, an ideal-typical “total war” and “old war”, ushered in the new era of the Cold War, after which so-called “new wars,” a new type of organizational violence combining war, crime, and human rights violation, emerged. Since the major security threat of nuclear war has subsided, conscription-based mass army is no longer needed, and smaller professional armed forces have switched to All-Volunteer Forces (AVF) in European countries. In 1973, the U.S. military also switched to an AVF. A military sociologist depicts the organizational change of the military recruitment system as a move from the “institutional” model based on conscription to an “occupational” model, i.e. AVF, of the military organization. Drawing on the case of the U.S. military’s transition to AVF, I examine various issues and challenges of recruiting enlisted men while using theoretical perspectives of the I/O thesis and the Postmodern Military studies. In addition, given the emergent trends of reviving the conscription system in more gender-equal forms in Europe in response to the Russia-Ukraine War (2014–present), further challenges for the AVF in an era of “recruiting crises” are explored.

For a Sociological Approach to Military Recruitment Activities: A Perspective for Reexamining “War and Society”

Gen Nogami (Waseda University)

This paper attempts to demonstrate the significance of focusing on “military service” in comparative sociology on the themes of “war and society” and “military and society” by reviewing various studies on recruitment. Since contemporary military service is not “conscription” based on obligation or compulsion but “volunteer military service” based on voluntary application, the recruitment activities focused on here require positioning as a concrete and recursive place where communication involving persuasion by the recruiting officer and convincing of the applicant occurs and where the perceptions of each party intersect. “Critical Military Studies” and “Military Sociology” are two research contexts reviewed here.

A Brief Survey on the Economic Consequences of War

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Ryo Kambayashi (Musashi University)

This paper briefly underscores the significance of analyzing the economic consequences of war while highlighting challenges and future direction for research in this field. The key points raised are as follows. First, war damage records are crucial for analyzing the economic consequences of war. While many countries consider the collection and preservation of such records important as a social norm, in Japan, this process has not been sufficiently institutionalized, creating material difficulties for analysis. Second, wars can trigger large-scale social institutional changes. Although there have been numerous studies analyzing these effects, it’s important to note the inherent methodological challenges. Third, in economics, war is often considered an exogenous shock. Studies have analyzed its consequences to examine the stability of market economic mechanisms and impacts on the labor market. This section introduces a group of studies most pertinent to analyzing war’s economic consequences, including methodological interpretations. Regarding Japan’s postwar reforms, there’s a possibility of overestimating the impact of institutional changes, necessitating careful analysis. Quantitative analysis of war’s economic impact is challenging, requiring researchers to overcome data limitations and address identification strategy issues. Due to these difficulties, studies to date have not always reached consensus on the magnitude of war’s impact.