

Curriculum Vitae

## **KOJI TAKAHASHI**

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### **1. PROFILE**

#### **EDUCATION**

2003 M.A. in Sociology, University of Tokyo  
1997 B.A. in Arts, University of Tokyo

#### **EMPLOYMENT**

##### **(Full-time Positions)**

2021–present Senior Researcher, Japan Institute for Labour Policy and Training  
2015–2021 Vice Senior Researcher, Japan Institute for Labour Policy and Training  
2018–2019 Visiting Scholar, UCLA Institute for Research on Labor and Employment  
2009–2015 Researcher, Japan Institute for Labour Policy and Training  
1997–1998 Fujitsu Ltd. (Personnel Section)

##### **(Part-time Positions)**

2020–2021 Lecturer in Labor Sociology, Seikei University  
2016–2017 Lecturer in Employment Relations, Hitotsubashi University  
2015–2016 Lecturer in Industrial Sociology, Musashi University  
2011–2012 Lecturer in Social Research Methods, Musashi University  
2009–2010 Lecturer in Sociology, Tokyo Woman's Christian University  
2008–2009 Research Assistant, Institute of Social Science, University of Tokyo  
2006–2009 Lecturer in Statistics, Reitaku University  
2005–2006 Teaching Assistant for Social Research Methods, University of Tokyo

#### **PROFESSIONAL AND PUBLIC SERVICE ACTIVITIES (SELECTED)**

2023–present Academic Award Review Committee (Japan Society of Human Resource Management)  
2023–present Editorial Board, *Japan Journal of Human Resource Management* (Japan Society of Human Resource Management)  
2021–present Editorial Board, *Annual Review of Sociology* (Kantoh Sociological Society)  
2022 Chairperson, Session on Non-regular Employment in Japan and China at the 34th Annual Meeting of Japanese Association of Labor Sociology  
2020 Chairperson, Session on Digitalization and its Impact on Employment and

- Labor at the 4th JILPT Tokyo Comparative Labor Policy Seminar
- 2019–2020 Examiner of Doctoral Dissertation (Ochanomizu University)
- 2019 Preparatory Committee of the Annual Meeting of Japan Industrial Relations Research Association
- 2019 Chairperson, Session on Industry, Labor, and Organizations (1) at the 92nd Annual Meeting of Japan Sociological Society (English-Japanese Mixed Session)
- 2015–2018 Experts’ Committee of the Editorial Board, *Japanese Sociological Review* (Japan Sociological Society)
- 2014–2018 Editorial Board, *Journal of Labor Sociology* (Japanese Association of Labor Sociology) (Editor-in-Chief from 2016)
- 2014–2018 Curriculum Committee, Tama Labor College (Tokyo Metropolitan Government)
- 2017 Chairperson, Session on Industry, Labor, and Organizations (2) at the 90th Annual Meeting of Japan Sociological Society
- 2015 Chairperson, Session on Industry, Labor, and Organizations (1) at the 88th Annual Meeting of Japan Sociological Society
- 2014 Co-organizer of Panel Session “Japanese Employment Practice in Transition,” 18th World Congress of Sociology (International Sociological Association)
- 2009 Chairperson, Session on Industry, Labor, and Organizations (2) at the 82nd Annual Meeting of Japan Sociological Society
- Journal Reviewer: *Japanese Journal of Labour Studies* (Japan Institute for Labour Policy and Training), *Annual Review of Labor Sociology* (Japanese Association of Labor Sociology), *Annual Review of Sociology* (Kantoh Sociological Society), *Hitotsubashi Bulletin of Social Sciences* (Hitotsubashi University), *Journal of the Graduate School of Humanities and Sciences* (Ochanomizu University), *Bulletin of Graduate Studies: Strategic Management* (Chuo University) , *Japanese Sociological Review* (Japan Sociological Society), *Social Policy and Labor Studies* (Japan Association for Social Policy Studies)

## SCHOLARSHIP

- 2004–2006 Research Fellow, Japan Society for the Promotion of Science

## AFFILIATIONS AND MEMBERSHIPS

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|---|---|
| American Sociological Association           | Labor and Employment Relations Association      |
| International Sociological Association      | Japanese Sociological Society                   |
| Kantoh Sociological Society                 | Japanese Association of Labor Sociology         |
| Japan Society of Human Resource Management  | Japan Industrial Relations Research Association |
| Japan Association for Social Policy Studies | Japanese Association for Social Research        |

## **RESEARCH INTERESTS**

Non-standard (Non-regular) Work, Employment Practice, Employment Portfolio, Low-wage Work, Life Course, Labor Market, Wage Differential

## **LANGUAGES**

Japanese, English

## **2. PUBLICATIONS AND PRESENTATIONS (SELECTED)**

### **JOURNAL ARTICLES (REFEREED)**

Takahashi, Koji. 2016. “Two Components of Wage Gaps Induced by Individual-level Variables: Intra-firm or Inter-firm?” *International Journal of Japanese Sociology* 25: 117-130 (Japan Sociological Society). [in English]

Takahashi, Koji. 2013. “In What Situation Do Wage Gaps by Gender/Age/Education Arise?: From Analyses of Employer-Employee Matching Data.” *Annual Review of Sociology* 26: 111-122 (Kantoh Sociological Society). [in Japanese]

Takahashi, Koji. 2008. “The Distribution and Function of Legal Knowledge about Paid Leave.” *Journal of Ohara Institute for Social Research* 597: 50-66 (Ohara Institute for Social Research). [in Japanese]

Kimura, Takuma, Haruyuki Kano, Koji Takahashi, and Takamasa Yamaji. 2008. “Human Resource Management in Product Development Sector: Consideration of Boundaries of Employment Based on a Case Study on the Use of Temporary Agency Workers.” *Kansai Journal of Applied Management* 35: 69-88 (Japan Society for Applied Management). [in Japanese]

Takahashi, Koji. 2007. “Who gives support to shareholder-oriented management?” *Japanese Journal of Labour Studies* 565: 61-72 (Japan Institute for Labour Policy and Training) [in Japanese].

Takahashi, Koji. 2007. “What Kind of Company Do People Desire?: The Future of Japanese Company Suggested by Social Norms about Companies Shared by the Japanese People.” *Annual Review of Sociology* 20:167-178 (Kantoh Sociological Society). [in Japanese]

### **JOURNAL ARTICLES (NON-REFEREED)**

Takahashi, Koji. 2023 “Non-Regular Employment Measures in Japan.” *Japan Labor Issues* (Autumn 2023): 52-60 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2022 “COVID-19's Impact on the Labor Market and Policy Responses in Japan.” *Japan Labor Issues* (November, 2022): 4-18 (Japan Institute for Labour Policy and Training).

[in English]

Takahashi, Koji. 2022 “Introduction to ‘General Survey on Diversified Types of Employment’.” *Japanese Journal of Labour Studies*, 74(1): 38-41 (Japan Institute for Labour Policy and Training) [in Japanese].

Takahashi, Koji. 2022 “COVID-19 Pandemic and Non-standard Employees in Japan.” *Japanese Journal of Sociology*, 31: 23-41 (The Japan Sociological Society). [in English]

Takahashi, Koji. 2022 “Analysis of Regular Employees Whose Inclination to Change Jobs Has Increased in the COVID-19 Pandemic.” *Japan Labor Issues* (January-February 2022): 8-14 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2021 “COVID-19-Related Job Separation and Income Decline in Japan.” *Japan Labor Issues* (December 2021): 18-28 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2021 “Difficulties in Creating Intermediate Employment Category between Regular and Non-regular Employees.” *Chuou Roudou Jihou*, 128(1): 34-38 (National Federation of Labour Standard Association). [in Japanese]

Takahashi, Koji. 2021 “Wage Compensation during Leave in the COVID-19 Crisis and Its Impacts on Workers’ Careers.” *Japan Labor Issues* (October-November 2021): 8-16 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2021 “Accommodation and Food Services Workers amid the COVID-19 Crisis in Japan.” *Japan Labor Issues* (August-September 2021): 13-20 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2021. “Job Separation and Reemployment amid the COVID-19 Crisis in Japan.” *Japan Labor Issues* (June 2021): 2-10 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2021. “What Can We Do with Employer-employee Matched Data.” *Advances in Social Research*, 26: 44-51 (Japanese Association for Social Research). [in Japanese]

Takahashi, Koji. 2020. “Diminished Non-regular Employment, Solid Regular Employment: What Impacts Did the ‘First Wave’ of the COVID-19 Pandemic Have in Japan?” *Japan Labor Issues* (November-December 2020): 9-13 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2020. “Decreased Working Hours and Impact on Wages: A Look Back at the Novel Coronavirus’s ‘First Wave’ in Japan.” *Japan Labor Issues* (October 2020): 2-9 (Japan Institute for Labour Policy and Training). [in English]

Takahashi, Koji. 2020. “Will the Integration of Regular and Non-regular Employment Be

- Possible?” *Gakujutsu no Doukou*, 25(6): 71-73 (Japan Science Support Foundation). [in Japanese]
- Takahashi, Koji. 2019. “Long-term Employment as a Social Norm: An Analysis of the JILPT ‘Survey on WorkingLife’ (1999–2015).” *Japan Labor Issues* (November 2019): 12-17 (Japan Institute for Labour Policy and Training). [in English]
- Takahashi, Koji. 2018. “The Future of the Japanese-style Employment System: Continued Long-term Employment and the Challenges It Faces.” *Japan Labor Issues* (April-May 2018): 6-15 (Japan Institute for Labour Policy and Training). [in English]
- Takahashi, Koji. 2018. “Fixed-Term Contract Employees and Intra-Firm Wage Gaps: Focusing on the Reasons Why Companies Use Them.” *Japan Labor Issues* (February-March 2018): 19-34 (Japan Institute for Labour Policy and Training). [in English]
- Takahashi, Koji. 2017. “Polarization of Working Styles: Measures to Solve the Polarization and New Category of Regular Employees.” *Japan Labor Issues* (September 2017): 12-19 (Japan Institute for Labour Policy and Training). [in English]
- Takahashi, Koji. 2016. “Fixed-term Contract Employees and Intra-firm Wage Gap.” *Japanese Journal of Labour Studies* 670: 75-89 (Japan Institute for Labour Policy and Training) [in Japanese].  
Translated and reprinted in *Japan Labor Issues* (February 2018) (Japan Institute for Labour Policy and Training).
- Takahashi, Koji. 2016. “Current Development and Challenges in the Personnel Management of Restricted Regular Employees: With a Focus on the Diversity of Restricted Regular Employment.” *Japan Labor Review* 13(2): 20-45 (Japan Institute for Labour Policy and Training). [in English]
- Takahashi, Koji. 2015. “The Work and Lives of Japanese Non-Regular Workers in the ‘Mid-Prime-Age’ Bracket (Age 35-44).” *Japan Labor Review* 12(3): 100-122 (Japan Institute for Labour Policy and Training). [in English]  
Reprinted in *Labor Situation in Japan and Its Analysis: Detailed Exposition 2016/2017*, edited by Japan Institute for Labour Policy and Training, Tokyo: Japan Institute for Labour Policy and Training, 2017.
- Naito, Jun, Koji Takahashi, Aya Wakita, Chihiro Hosokawa, Yuya Saito, Takashi Koyama, and Yuki Kuwana. 2014. “Computerization of Sampling Process and Practical Notes for Researchers.” *Advances in Social Research*, 13: 94-100 (Japanese Association for Social Research). [in Japanese]
- Takahashi, Koji. 2014. “The Labour Market for Lecturers and Instructors.” *Japanese Journal of Labour Studies* 645: 38-41 (Japan Institute for Labour Policy and Training). [in Japanese]

Takahashi, Koji. 2013. “Diversity of Limited Regular Employees and Issues of Human Resource Management.” *Japanese Journal of Labour Studies* 636: 48-62 (Japan Institute for Labour Policy and Training). [in Japanese]

Takahashi, Koji. 2012. “The Ways of Working and Consciousness of Keiyaku-Shain.” *Japan Labor Review* 9(3): 127-151 (Japan Institute for Labour Policy and Training). [in English]

Sano, Yoshihide and Koji Takahashi. 2009. “Management of Dispatched Engineers in the Japanese R & D Sections: The Training Opportunity at User’s R & D Workplace and Its Effect on Engineer’s Motivation.” *Japanese Journal of Labour Studies* 582: 13-28 (Japan Institute for Labour Policy and Training). [in Japanese]

## BOOKS

Japan Institute for Labour Policy and Training and Koji Takahashi (eds.). 2017. *Change and Continuity of Japanese-style Employment System*, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese]

Takahashi, Koji (Supervised by Department of Research on the Staffing Industry, Institute of Social Science, University of Tokyo). 2006. *Trends of Worker Dispatching Business in Japan*. Tokyo: Rodoshinbun-sha. [in Japanese]

## CHAPTERS OF BOOKS

Takahashi, Koji. 2021 “Non-regular employees amid COVID-19 Crisis,” pp.177-193 in *Changes in Individuals and Enterprises amid COVID-19 Crisis: Way of Working, Lives, Disparities and Supports*, edited by Yoshio Higuchi and Japan Institute for Labour Policy and Training, Tokyo: Keio University Press. [in Japanese]

Takahashi, Koji. 2017. “Conversion from Non-regular to Regular Workers and Improvement of Employment Security.” pp.164-190 in *Toward a World without Irrational Distinction between Regular and Non-regular Employment*, edited by Japan Institute for Labour Policy and Training, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese]

Takahashi, Koji. 2017. “The Work and Lives of Japanese Non-Regular Workers in the ‘Mid-Prime-Age’ Bracket (Age 35-44).” pp.1-21 in *Labor Situation in Japan and Its Analysis: Detailed Exposition 2016/2017*, edited by Japan Institute for Labour Policy and Training, Tokyo: Japan Institute for Labour Policy and Training. [in English]

Takahashi, Koji. 2016. “Can Limited Regular Employment Systems Resolve Employment Disparity in Japan?” pp.30-63 in *Widening Disparities in Korean and Japanese Labor Markets: With a Focus on Subcontracting and Alternative Employment Arrangements*, edited by Hyeonjong Kil, Seoul: Korea Labor Institute. [in English]

Takahashi, Koji. 2012. “Fairness in Corporate Governance.” pp.53-68 in *Public Sociology 2: The*

- Dilemma of Aging Society with Low Fertility Rates*, edited by Seiyama, Kazuo, Chizuko Ueno, and Shogo Takegawa, Tokyo: University of Tokyo Press. [in Japanese]
- Takahashi, Koji. 2012. “Corporate Activities in a Society.” “Labor Union and Industrial Relations.” pp.88-99, pp.100-111 in *Introduction to Industrial Sociology*, edited by Kamibayashi, Chieko, Kyoto: Minerva Shobo. [in Japanese]
- Takahashi, Koji. 2012. “Companies in a Welfare Society.” pp.123-141 in *Attitudes toward Welfare in the Stratified Society of Japan*, edited by Takegawa, Shogo and Sawako Shirahase, Tokyo: University of Tokyo Press. [in Japanese]
- Takahashi, Koji. 2012. “Working and Consciousness of Full-time Fixed-term Employees.” “Reasonable Wage Gaps between Regular and Non-regular Employees from the Point of View of Non-regular Employees.” pp.161-199, pp.268-290 in *Actual Situation of Non-regular Employment and Its Implications for Labor Policy: With Focuses on Non-regular Employment, Career Development, and Equal and Balanced Treatment*, edited by Japan Institute for Labour Policy and Training, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese]
- Takahashi, Koji. 2011. “The Current Status and the Challenges of Dispatched Work in Japan.” pp.12-32 in *Labor Situation in Japan and Its Analysis: Detailed Exposition 2011/2012*, edited by Japan Institute for Labour Policy and Training, Tokyo: Japan Institute for Labour Policy and Training. [in English]
- Takahashi, Koji. 2010. “Transaction and Management of In-house Worker Dispatching Agencies.” “Career and Motivation of Dispatched Engineers.” (with Yoshihide Sano) “Types of Worker Dispatching Businesses and Working and Consciousness of Dispatched Workers.” pp.70-90, pp.463 -487, pp.488-505 in *Empirical Research on Staffing Industry in Japan: New Trends in Personnel Management and Working Style*, edited by Sato, Hiroki, Yoshihide Sano, and Satoko Hotta, Tokyo: Nikkei Publishing Inc. [in Japanese]
- Takahashi, Koji. 2009. “Diverse Motives of Firms to Reform Personnel and Wage Systems: A Book Review on ‘*The Embedded Corporation: Corporate Governance and Employment Relations in Japan and the United States*’ (Jacoby, Sanford M.)” pp.60-66 in *Introduction to 25 Books to Study Career Research*, edited by Career-Design Institute-JAPAN, Tokyo: Senbundo. [in Japanese]

## RESEARCH REPORTS

- Japan Institute for Labour Policy and Training and Koji Takahashi (eds.). 2017. *Research on the Work and Lives of Non-Regular Workers in Mid-Prime Age: Focusing on Conversion to Regular Employment*, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese] Summary [https://www.jil.go.jp/english/reports/jilpt\\_research/2017/no.188.html](https://www.jil.go.jp/english/reports/jilpt_research/2017/no.188.html) [in English]

- Japan Institute for Labour Policy and Training and Koji Takahashi (eds.). 2016. *Polarization of Working Styles and Workers in Regular Employment: Results of Secondary Analysis of JILPT Questionnaire Surveys*, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese] Summary [https://www.jil.go.jp/english/reports/jilpt\\_research/2016/no.185.html](https://www.jil.go.jp/english/reports/jilpt_research/2016/no.185.html) [in English]
- Japan Institute for Labour Policy and Training and Koji Takahashi (eds.). 2015. *Research on the Work and Lives of Non-Regular Workers in Mid-Prime Age: With Focus on Career Analysis*, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese] Summary [https://www.jil.go.jp/english/reports/jilpt\\_research/2015/no.180.html](https://www.jil.go.jp/english/reports/jilpt_research/2015/no.180.html) [in English]
- Japan Institute for Labour Policy and Training and Koji Takahashi (eds.). 2014. *Research on the Work and Lives of Middle-aged (35-44) Non-Regular Workers: Analysis of Present Situation*, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese] Summary [https://www.jil.go.jp/english/reports/jilpt\\_research/2014/no.164.html](https://www.jil.go.jp/english/reports/jilpt_research/2014/no.164.html) [in English]
- Japan Institute for Labour Policy and Training and Koji Takahashi (eds.). 2011. *Study on Personnel Management and Working Situation of Fixed-Term Full-Time Employees*, Tokyo: Japan Institute for Labour Policy and Training. [in Japanese] Summary <https://www.jil.go.jp/english/reports/documents/jilpt-research/no.130.pdf> [in English]

## **MASTER'S THESIS**

- Takahashi, Koji. 2003. "Management of Corporate Group and Group-Wide Employment System in Japan." Master Thesis Submitted to the Department of Sociology, University of Tokyo. [in Japanese]

## **ORAL PRESENTATIONS (OVERSEAS/INTERNATIONAL CONFERENCES)**

- Takahashi, Koji. "COVID-19's Impact on the Labor Market and the Role of Employment Adjustment Subsidy in Japan." EU-Japan Follow-up Committee, European Economic and Social Committee, Brussels (online), October 3, 2022. [in English]
- Takahashi, Koji. "COVID-19's Impact on the Labor Market and Policy Responses in Japan." The 5th JILPT Tokyo Comparative Labor Policy Seminar, Tokyo, March 9, 2022. [in English]
- Takahashi, Koji. "Impact of the COVID-19 Crisis on Non-standard Employees in Japan," The 73rd Annual Meeting of Labor and Employment Relations Association, United States (online), June 5, 2021. [in English]
- Takahashi, Koji. "The Future of the Japanese-style Employment System." Japan Sociologists Network, The 113rd American Sociological Association Annual Meeting, Philadelphia, August 11, 2018. [in English]
- Takahashi, Koji. "Generative Process of Wage Gaps: Analyses of Nation-wide



Employer-Employee Matched Data.” RC 28 Cutting-Edge Research in Social Stratification, XIX ISA World Congress of Sociology, Toronto, July 18, 2018. [in English]

Takahashi, Koji. “Socioeconomics of Labour Market Inequality in Japan: Structure and Consequences of Inequality.” Joint Workshop of the German Institute for Japanese Studies (DIJ), L’École des Hautes Études en Sciences Sociales (EHESS), and Japanese-German Center Berlin (JDZB), Do Labour Market Inequalities Erode Support for Democracy? Experiences and Perspectives from France, Germany and Japan, Paris, October 6, 2017. [in English]

Takahashi, Koji. “Regular/Non-regular Wage Gap Between and Within Japanese Firms.” Section on Organizations, Occupations and Work, The 109th American Sociological Association Annual Meeting, San Francisco, August 16, 2014. [in English]

Takahashi, Koji. “Temporary Agency Workers in Japan: Current Situation and Related Issues.” The 8th Northeast Asia Labour Forum, Seoul, October 28, 2010. [in Japanese/Korean/Chinese translation]

Takahashi, Koji. “Who Supports Shareholder-oriented Corporate Governance in Japan?: A Study on Social Norms about Corporate Governance.” Section on Organizations, Occupations and Work, The 102nd American Sociological Association Annual Meeting, New York City, August 12, 2007. [in English]

Takahashi, Koji. “Who Gives Support to Shareholder-oriented Corporate Governance?” SNU-UT (Seoul National University and University of Tokyo) Joint Sociological Forum, Seoul, November 3, 2006. [in English]

Takahashi, Koji. “Thinking about Globalization of Temporary Staffing Industry.” The Globalization of Temporary Staffing Workshop, Manchester, September 5, 2006. [in English]

### **3. RESEARCH PROJECTS IN CURRENT AFFILIATION (THE JAPAN INSTITUTE FOR LABOUR POLICY AND TRAINING)**

- Research Project for “Diversified Types of Employment” (Project Leader, 2022–present)
- Research Project for “Effects of ‘Employment Adjustment Subsidy’ during COVID-19 Pandemic” (Project Member, 2021–present)
- Research Project for “Impact of COVID-19 on Economy, Employment and Work and Responses by Employment and Labor Policy” (Project Member, 2020–present)
- Research Project for “Changes in Labor Market in Japan and the U.S.” (Project Leader, 2019–2022)
- Research Project for “Employment System amid Changes in Population and Industrial Structure”

(Project Member, 2017–2022)

- Research Project for “Employment System and Law in Japan” (Project Sub-Leader, 2014–2017)
- Research Project for “Non-Regular Workers in Mid-Prime Age” (Project Leader, 2012–2017)
- Research Project for “Personnel Management and Working Conditions of Regular Employees” (Project Leader, 2015–2016)
- Research Project for “Recruitment of Workers at Local Branches” (Project Leader, 2013–2015)
- Research Project for “Diversity of Regular Employment” (Project Leader, 2011–2012)
- Research Project for “Personnel Management of Fixed-Term, Full-Time Employees” (Project Leader, 2009–2012)