

JASPS Bulletin

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Looking at “Labor Shortage” Through Data

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1. Introduction

After the collapse of the bubble economy, structural reforms in Japanese society triggered a chain reaction of declining wages and prices from the late 1990s onward. With the introduction of Abenomics at the end of 2012, addressing the issue of “breaking out of deflation” became a priority. The government took direct measures to encourage wage increases, leading to what became known as “government-sponsored spring labor negotiations.” To foster a social climate favorable to wage growth, highlighting labor shortages became essential, and the effective job offer ratio was frequently cited to demonstrate the results of Abenomics. However, these measures have also led the government to present an economic narrative that is somewhat detached from reality, while creating a misleading impression of an increase in the effective job offer ratio. A comprehensive analysis of economic indicators suggests that the current “labor shortage” is not necessarily an absolute shortage caused by constraints on labor supply. Instead, there is a need to discuss policies related to the

function of the allocation of labor between industries.

2. Government’s assessment of business conditions and the “labor shortage”

As a first approach to examining the “labor shortage,” we can analyze the feeling of excess and insufficiency of workers DI from the Ministry of Health, Labour and Welfare’s “Survey on Labor Economy Trends.” This value represents the percentage of workplaces experiencing a worker shortage minus the percentage of those with a worker surplus. During the bubble economy, it rose to 65 points (as surveyed in February 1991). Both the Abe and Kishida administrations emphasized the “labor shortage.” However, the peak figure during the Abe administration was 50 in the February 2019 survey, while the peak during the Kishida administration was 52 in the February 2024 survey. None of these data suggest that there is a labor shortage comparable to that of the bubble economy.

The Abe administration, which came to power at the end of 2012, introduced the “three arrows” of Abenomics. Aimed at

breaking out of deflation, the administration became strongly involved in driving up wages and prices. The first of the three arrows of Abenomics was unprecedented monetary easing, which aimed to lift the deflationary mindset by massively increasing the monetary base. Recognizing that increasing people's willingness to see wages and prices rise would help end deflation, the government announced a policy of actively engaging in wage increases. In September 2013, it established the "Government-Labor-Management Meeting for Realizing a Positive Cycle of the Economy." These government efforts to raise wages, including attempts to influence public opinion, came to be known as the "government-sponsored spring labor negotiations."

The government's economic judgments have changed significantly compared to the past. In its efforts to drive higher wage increases through labor-management negotiations, the government may be tempted to emphasize the economic situation more strongly. This is the background for the emphasis on "labor shortages" being overstated compared to the actual situation.

3. The situation regarding "labor shortages" and wages

Combined with the government's manipulation of public opinion, many people have come to believe that wages are rising thanks to Abenomics. However, this perception of society does not reflect the true economic reality.

Figure 1 shows the movement of wages during the process of profit ratio increase in the economic expansion process, with real wages on the vertical axis and the profit ratio (ordinary profit ratio) on the horizontal axis.

Phase I was a time before structural reforms were introduced into Japanese society, when the wage formation system

represented by Japanese employment practices was functioning. Even without basic wage increases, there was an effect of raising wages through regular wage hikes. During the economic expansion, both wages and profit ratios increased.

Phase II was a period of structural reform, during which the policies outlined in the "Economic and Social Plan for Structural Reform" decided by the Cabinet in 1995, were strongly implemented in Japanese society. The trend toward polarization of the workforce and a decline in average wages has become entrenched, as companies have restricted the hiring of full-time employees and increased their use of non-regular workers. Under these circumstances, companies have been able to make a profit, but wages have stopped rising. However, the promotion of structural reform had a major impact on the political base of the ruling Liberal Democratic Party. The messages and impact of the New Year's Eve Temporary Workers Village at the end of December 2008, continuing into the following year, were significant and can be seen as directly linked to the change in government in 2009.

After these political processes, Abe of the Liberal Democratic Party, who returned to power in late 2012, developed Abenomics. Phase III in Figure 1 is the era of Abenomics, a period in which the government performed its "magic tricks" by cutting workers' real wages, generating huge profits for corporations, and strengthening its own political base.

Figure 2 shows the movement of wages during the economic expansion process, with nominal wages on the vertical axis and consumer prices on the horizontal axis. The 45-degree line extending upward to the right represents the wage-price equalization line. When nominal wages rise to this upper region, real wages become positive.

Abenomics succeeded in raising nominal wages through its initiatives in the government-sponsored spring labor negotiations. The increased wage amounts on the paycheck contributed greatly to the maintenance and stability of the administration. The unprecedented monetary easing promoted by Abenomics, which pushed up import prices due to currency depreciation and consumer prices due to cost-push inflation, meant that although nominal wages were positive, real wages were in a declining zone. However, the increase in nominal wages alone was enough to strengthen the foundations of the administration. In Japanese society today, each worker is separated from the collective labor-management relationship in which one's life is evaluated and judged in terms of the group. For workers divided into individuals, the increased wage amounts on their paychecks had the effect of strengthening the ruling party's power base even further.

4. Conclusion

By examining this "labor shortage" using various economic data, we find that the government's economic narrative does not match the current state of the Japanese economy in many respects. Based on the analysis, the following five points are identified to summarize the report.

First, the current "labor shortage" is unlikely to be an absolute shortage due to constraints on the supply of labor. The government's stance is to support wage increases through government-sponsored spring labor negotiations and the cultivation of a sense of labor shortage, but the real impoverishment of workers due to the decline in the value of the yen is not being effectively communicated to the people.

Second, the careless and politically motivated emphasis on labor shortages has

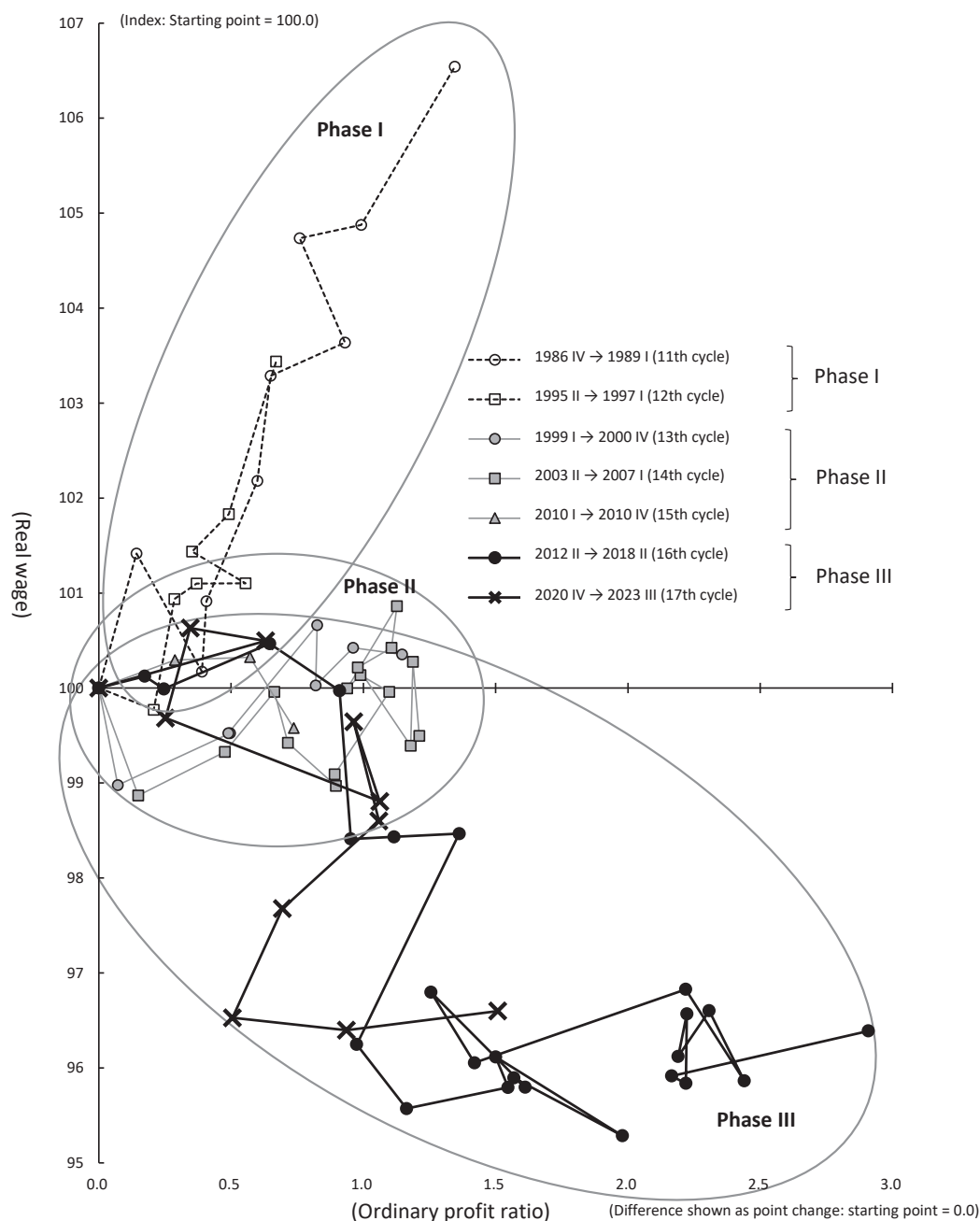
led to demands that companies with inferior working conditions should accept foreign workers. National policy in this area is not always clear, and there are many risks, such as the discrepancy between immigration control and employment security administration.

Third, the growing sense of labor shortage among enterprises in recent years is particularly noticeable in the shortage of full-time employees, and there is a possibility that the function of human resource development in the context of long-term employment practices will be reconsidered. In addition, there are issues regarding the function of allocating new graduates to industries, and it is hoped that a national consensus will be formed on the future vision of the industrial and employment structure, including the role that schools should play.

Fourth, if we look at the sense of labor shortage by industry and type of business, there is a great deal of variation, and certain industries and types of business are suffering from a labor shortage. In recent years, there has been a rapid deterioration in recruitment, human resource development, and employment management, especially in the medical and welfare sectors, which has led to a vicious circle of further labor shortages. Since the period of structural reform, the marketization policy has been promoted with the "social insurance" system as the financial base. However, the labor shortage in the medical and welfare fields seems to pose a challenge to the future of social security.

Fifth, the influence of neoclassical market economics on public opinion is increasing. In order to counter this, it seems necessary to make efforts to create fundamental policies by showing a long-term vision of society through political economy.

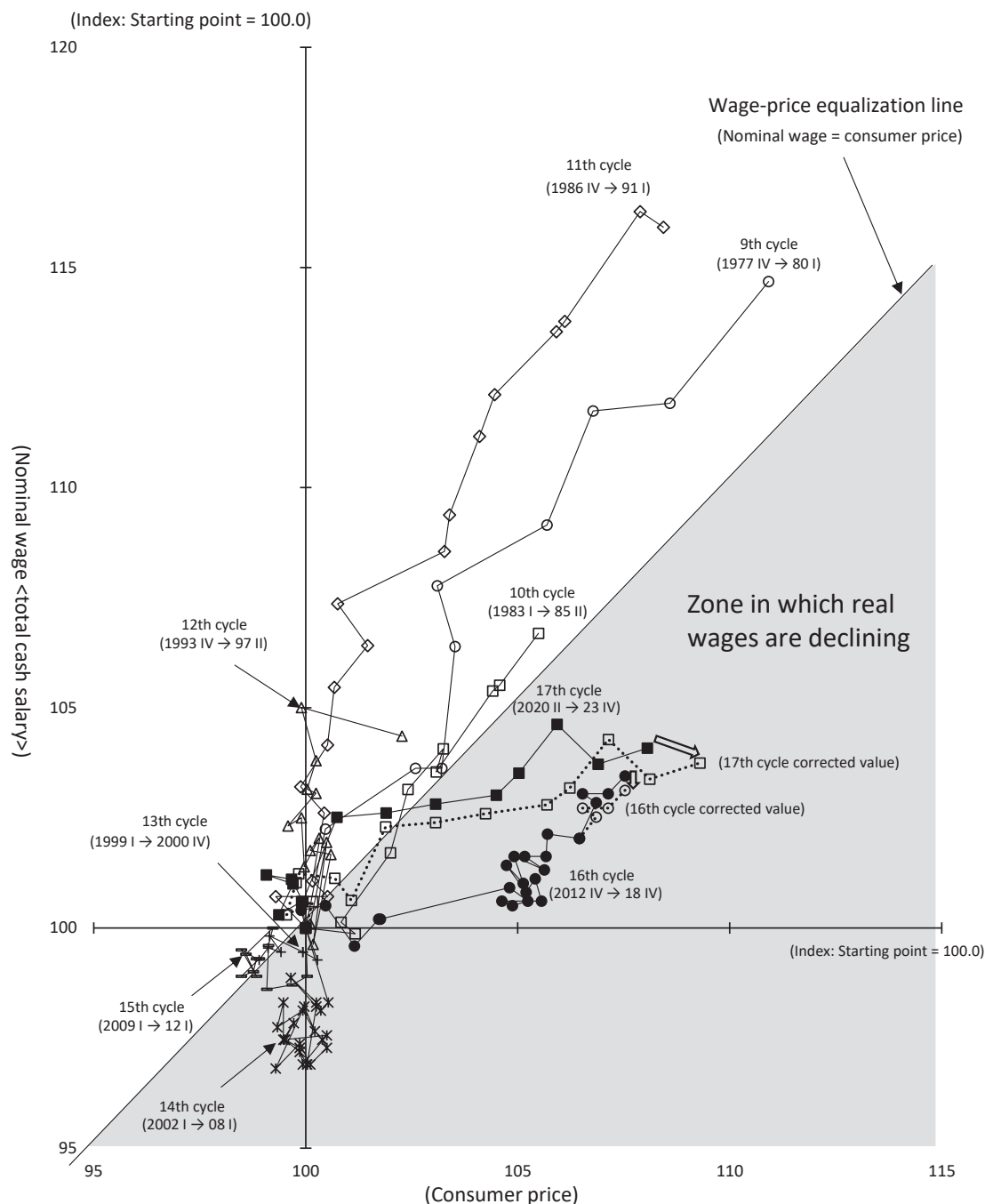
Figure 1 Trend of wages in the process of profit ratio increase



Sources of materials: Estimated based on the “Consumer Price Index” from the Statistics Bureau of the Ministry of Internal Affairs and Communications, the “Financial Statements Statistics of Corporations by Industry” from the Ministry of Finance, and the “Monthly Labor Survey” from the Ministry of Health, Labour and Welfare.

- (Note) 1) The ordinary profit ratio is the percentage of ordinary profit divided by sales, and is the value for all industries (excluding the finance and insurance industries) and all company sizes. Real wages are calculated by dividing the total cash salary by the consumer price index (all items excluding imputed rent), and the value for the total of surveyed industries is used (the size of the business establishment is five or more employees after 1990, but it is 30 or more employees before that).
- 2) The figures represent each quarter, the ordinary profit ratio is the original value, and the other figures are the seasonally adjusted values. However, to correctly estimate the time series index, the correction in 4) was made.
- 3) In contrast to the period of economic expansion, the period of increasing profit ratio was taken (the starting point was the time when the seasonally adjusted value bottomed out after the year-on-year comparison of the original value became positive). In the graph, the profit ratio is shown as the difference in change from the starting point, and real wages are shown as an index with the starting point set at 100.0.
- 4) Regarding the consumer price index, as shown in the 62nd issue (May 20, 2022, No. 2848) of the Illustrated Guide to Labor Economics (a series in the SANRO Research Institute’s “*Chinginjiyo* (Wage Situation)”)), the effect of the reduction in mobile phone communication charges in 2021 was overestimated, and total cash salary has been affected by a sample gap due to changes in the sample since 2018, as shown in the 78th issue of the same (September 20, 2023, No. 2877). For this reason, the figures have been corrected and shown in the same way as in the 69th issue of the same (December 20, 2022, No. 2861).

Figure 2 Nominal wages and consumer prices in the process of economic expansion



Sources of materials: Estimated based on the “Consumer Price Index” from the Statistics Bureau of the Ministry of Internal Affairs and Communications, and the “Monthly Labor Survey” from the Ministry of Health, Labour and Welfare.

- (Note) 1) The figures represent each quarter and are indexed with the starting point (the trough) of the economic expansion process set at 100.0.
- 2) Nominal wages represent the total cash salary (seasonally adjusted) for the survey industry. Up to the 11th cycle, the survey was of workplaces with 30 or more employees, while from the 12th cycle onwards, it was of workplaces with five or more employees.
- 3) Consumer prices are the total (original value) excluding imputed rent.
- 4) Regarding the total cash salary, there is a gap between the old and new samples due to the annual replacement of samples from 2018 onwards (see the 78th issue of the Illustrated Guide to Labor Economic <the SANRO Research Institute’s “Chinginijio (Wage Situation)” September 20, 2023, No.2877>). The estimated annual gap was used to correct the initial value for the year, and the quarterly time series index was estimated based on the assumption that the movements within the year were accurate.
- 5) The consumer price index based on 2020 appears to overestimate the reduction in mobile phone communication charges in April 2021 (see the 62nd issue of the Illustrated Guide to Labor Economics <the same dated May 20, 2022, No. 2848>). For the consumer price in the 17th cycle, the values before December 2021 were calculated using the consumer price index based on 2015, and the corrected values were obtained by linking to the current index.

Japan Association for Social Policy Studies (JASPS) 149th Conference

19-20 October, 2024

**The norm of work and life from the view of the historical study
: The process of forming concepts of “how we should work”,
“how we should live”.**

DAY 1 (19 October 2024)

9:30-11:30 Special Theme and General Sessions

SPECIAL THEME SESSIONS

9:30-11:30

Special Theme Session 1: Gender Fair Human Resource Systems: The Actual Situation and Challenges of Reviewing Employment Management Categories

Chair and Coordinator: OTSUKI Nami (University of the sacred-heart, Tokyo)

Discussant: SANO Yoshihide (Hosei University)

<Theme of the Session>

The purpose of this subcommittee is to examine, from the analysis of case studies of companies that have reviewed their employment management classifications (Reports 1 and 2) and the analysis of a questionnaire survey of “regionally limited career-track workers” (Report 3), what impact the review of employment management classifications and employment management classifications with or without transfers have had on working women workers and men workers, and how the employment management classification is The purpose of this report is to examine how employment management classifications are related to gender.

In the first report, we examine the impact of employment management classifications on workers through an examination of case companies, focusing on the issues causing changes in employment management classifications and the impact of gender on workers, in light of the fact that an increasing number of companies are now integrating employment management classifications and promoting single status, while some companies are further subdividing employment management classifications. The second report reviews employment management classifications.

In the second report, based on a survey of several companies that have reviewed their employment management classifications, the review and the underlying human resource development ideas in human resources are presented, particularly from the perspective of career

development and WLB for men and women.

The third report focuses on “limited-area career-track positions” and examines differences in attributes, work styles, treatment, and attitudes among limited-area career-track employees. The gender differences in the attributes, working styles, treatment, and attitudes of regional career-track employees will be clarified, referring to those of career-track employees as well.

Based on the above three reports, we would like to discuss what a gender-fair personnel system is and what issues and directions should be taken toward its establishment.

KANAI Kaoru (Saitama University)

Will Employment Management Categories be Consolidated into a Single Status or Subdivided?

The passage of the Equal Employment Opportunity Law was one of the catalysts that led to the generalization in large Japanese companies of the practice of creating employment management classifications based on requirements such as whether or not the employee is transferred to another location and whether or not the employee is expected to work long hours. Women with family care responsibilities “voluntarily” “choose” to be classified as general, regional, or non-regular employees, which do not require transfers and long working hours, but have lower compensation and career limits, making it difficult to consider their classification and treatment as a problematic situation, thereby fixing the gender gap. In recent years, however, an increasing number of companies have begun to integrate employment management categories and promote single status. There are two ways to move toward single status: one is to unify the conventional personnel system by eliminating transfers as a requirement for classification, and the other is to use job posting for transfers based on a job-centered personnel system. On the other hand, some companies are further subdividing employment management classifications. In addition to the conventional job transfer range and working hours, some companies are now setting classifications based on job and occupation type. This report examines the impact of these changes in employment management classifications on workers by gender, focusing on the issues that are causing these changes.

KOMAGAWA Tomoko (Hokkaido University)

Changing Employment Management Categories Aimed at Human Resource Development: From the Perspective of Career Development and WLB for Men and Women

Large companies have established employment management categories that combine job descriptions and work locations, as typified by the course-based employment management system. While employment management classifications are seen as providing women with career development options, they tend to separate men and women, thus creating career disparities between the sexes. In recent years, however, there have been cases of consolidation and elimination of employment management classifications. First, there is a growing awareness of the importance of women’s activities and DEI management in companies. Secondly, the Covid-19 pandemic and labor shortages have triggered the introduction of flexible work styles, such as remote work, in response to workers’ awareness of the importance of WLB. Such a review of employment management classifications can be seen as a change in the way human resource development is conducted. Based on a survey of several companies that have reviewed their employment management classifications, this report will present the ideal form of the review and the underlying human resource development ideas in human resources, particularly from

the perspective of career development and WLB for both men and women.

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MURAO Yumiko (Toyo University)

Gendered Analysis of Career-Track Employees with Limited Location

A “regionally restricted career-track position” is a type of work that does not require relocation, or only transfers within a certain region, or is temporarily exempt from transfers, even though the employee is engaged in core work or work that is the same as or similar to that of a career-track position. According to a company survey conducted by the Ministry of Health, Labour and Welfare in its 2022 Basic Survey on Equal Employment, 66.7% of regionally restricted career-track positions are held by men. In Japan, the unwillingness to relocate is often associated with lower treatment of female employees, but is there a gender difference within the regionally restricted career-track position? This study uses data from the “Survey on Relocation and Work Styles in the Post-COVID19 Era,” a web-based survey conducted by a research group led by Nami Otsuki, to identify gender differences in the attributes, work styles, working conditions, and attitudes of regionally restricted career-track positions in large companies, while also referring to those of career-track positions. Furthermore, the current status of regionally restricted career-track positions will be examined from the perspective of “gender equal personnel system”, and issues and possibilities for such a system will be discussed.

9:30-11:30

Special Theme Session 2: Exploring various work beyond employment at the local-level: Career of people choosing self-employment

Chair: NAKAZAWA Takashi (Meiji University)

Coordinator: ABE Makoto (Oita University, Professor Emiritus)

<Theme of the Session>

Labour study, whether of regular or temporary workers, is centered on wage labour and the industrial relations. It can be said that, except for a few studies, work other than wage labour are not taken into consideration in labour study. However, in the modern society, there are many other ways of working. Gender study has greatly expanded the scope of discussion by focusing on unpaid work such as housework, childcare, and nursing care, but the diverse work or “activities” are not limited to them. In addition, there are people who work multiple jobs which is whether wage labour or other work.

Although we understand the importance of research on wage labour in the employment society, the world of labour cannot be totally grasped by wage labour alone. It is important to discuss self-employment and various ways of working other wage labour as well as wage labour.

In this session we will focus on various works or activities other than wage labour and discuss the career path and value of people who have chosen self-employment or work other than wage labour through their life histories.

ABE Makoto (Oita University, Professor Emeritus)

Examining significance of option of self-employment: Life history of people choosing self-employment

The aim of this paper is to examine significance of option of self-employment through the life histories of people who have started self-employed businesses. In the discussion we will focus on three points of view: their values, autonomy of the work, and risks.

In current Japan, 90% of working people are employees, while only 10% are self-employed which includes freelancers and gig workers. In this paper we are interested in the reasons why some people have chosen self-employment in the employee-based society. According to a survey by the Japan Institute for Labor Policy and Training, the top reason for choosing to be self-employed is being able to decide their own working hours. It also shows that satisfaction of self-employment is generally high. However, self-employment is said to be prone to long working hours and to involve high risks, so it seems difficult to find a positive meaning in choosing self-employment compared to employment.

In this paper we will be able to observe some people who find significance in a value-oriented or life-oriented working style in which they pursue their interests and link them to work, trying to overcome risks through various ingenuity.

MATSUNAGA Shintaro (Nagano University)

Self-employment, entrepreneurs and local community: From the perspective of “non-teleological entrepreneurship”

This paper examines the intrinsic logic that self-employment workers and (potential) entrepreneurs in the local community choose a workstyle other than employment and make their living and future prospects. Whether taking critical stances for self-employment, previous research tends to draw the concept of entrepreneurship, which presupposes that self-employment workers and entrepreneurs recklessly seek successful careers and businesses and construct highly individualised figures of them. However, some sociological research has been interested in “non-teleological entrepreneurship”, which illustrates the entrepreneurs’ everyday lives that they are continually addressing or dealing with the situation that they face. Drawing on this concept, this paper unpacks the internal logic of workers who choose self-employment in local communities by the analysis of interview data collected in a research project.

KIMOTO Kimiko (Hitotsubashi University, Professor Emeritus)

Exploring the state of women starting-up self-employed business: Beyond the idealized image of women entrepreneurs

This paper aims to explore the state and meaning of women starting-up their own self-employed business, amongst diverse work patterns and workstyles. As conventional Japanese employment system has excluded women from the workplace in general, women that were marginalized in the labor market have been compelled to work as non-regular employees, including but not limited to part-timers. After the burst of the economic bubble, particularly since 1995, the shift to non-regular employment has further developed through the entrance of male and female young generation into this market. This shift to non-regular employment has prompted the increase of self-employed workstyle such as independent contractors, freelancers and so on, alongside the move to outsourcing, digitalization as well as the change of consumer

lifestyle. Considering the above, we have recognized that women, because of the relatively high rate of non-regular employment, are shifting towards self-employed workstyle. However, research on women that start-up their own business has been relatively insufficient in women's work studies. Through examining the interview investigation of 16 self-employed women, this paper will clarify their actual footprints and realities in creating and keeping their own businesses.

9:30-11:30

Special Theme Session 3: Trends in Elderly Welfare in China and Evaluation of Services

Chair: ZHU Min (Chiba University of Commerce)

Coordinator: UZUHASHI Takafumi (Doshisha University, Emeritus professor)

Discussant: MORI Utae (Osaka University of Economics)

<Theme of the Session>

In China, the progression of aging is remarkable, and currently, long-term care insurance schemes are being implemented in 49 provinces and cities. However, these are led by local governments and vary widely in terms of financial means, coverage of insured persons, and types of services. It remains uncertain whether the central government will lead nationwide implementation in the future or not.

In this thematic session, firstly, we examine the situation and prospects of long-term care insurance from the perspective of feasibility, while also comparing it to the past social insurance reforms of pensions and healthcare (Yu's report).

Secondly, in line with the purpose of our research project, we explore the "quality of services" in elderly welfare and long-term care insurance under a quasi-market system, as well as the regulatory and evaluation systems. In Xu and Yang's report, exploring Suzhou City, the area with the high aging rate in China, as a field, the characteristics and issues of service regulation, supervision, and evaluation are clarified. In Wan and Shi's report, a theoretical review of service quality evaluation (such as Donabedian's "structure, process, and outcome") is tried, and several empirical studies are examined.

YU Yang (Josai University)

The Feasibility of the Long-Term Care Insurance System in China from a Path Dependency Perspective

In China, where the aging population is rapidly increasing, there is growing attention to the issue of elderly care. While the trial of a long-term care insurance system began in the early 2010s, it has expanded to cover more regions. The trial process spanning over a decade differs in many respects from the trial processes of the pension and medical insurance systems in the 1990s.

This report highlights the characteristics of 'diversity' and 'fragmentation' inherent in China's long-term care insurance system during the trial process. By comparing the establishment process of the pension and medical insurance systems of the 1990s, this report aims to examine the feasibility of the long-term care insurance system from the perspectives of path selection and path dependency, while also discussing the current situation and future prospects

surrounding the long-term care insurance system.

XU Rong (East China University of Science and Technology, non-member),

YANG Huimin (Prefectural University of Hiroshima, Department of Health and Welfare)

***Features and Challenges of the Management System for Long-Term Care Services in China
— A Case Study of the Long-Term Care Insurance System in Suzhou City —***

The management system of long-term care services is important to ensure and improve the quality of long-term care services. In China, as with the long-term care insurance system, there is no nationwide standardized management system for long-term care services, which is established by each local government. Therefore, the implementation of the management system may be led by the local government or by multiple actors, such as insurance companies and private companies.

We have reviewed the current management systems for long-term care services to identify their overall characteristics. Furthermore, we analyzed the characteristics and challenges of the management system of Suzhou City, a representative region working on the implementation of a management system of long-term care services by multiple actors. Based on the results of our analysis, we discussed solutions to the challenges.

WAN Linjing (Xi'an Jiaotong University, non-member), **SHI Mai** (Tsinghua University)

Research and Practice on the Evaluation of the Elderly Welfare in China

In the field of elderly welfare, evaluation is positioned not only as a means of measuring the quality of services, but also as a part of policy guidance. The quality of the service and its delivery system are directly or indirectly influenced by the evaluation logic. In recent years, with the emergence of social needs and the development of pilot projects for long-term care insurance, efforts in service evaluation in China have made significant progress. Since 2016, a nationally unified evaluation system has been introduced. This study reviewed the main evaluation theories in the field of elder welfare, and in light of them, organized the development and characteristics of China's evaluation practices to date, and further considered the policy intentions incorporated in the evaluation system.

GENERAL SESSIONS

9:30-11:30

General Session A: Labor-Management Relations

Chair: KUMAZAWA Toru (Fukushima University)

MAEURA Hodaka (The Japan Institute for Labour Policy and Training),

OKADA Mariko (Wakayama University), **FURUYA Sinsuke** (Osaka Sangyo University)

Flexible organizational management in local governments: A case study of labor-management negotiations over staff assignment in city B

From the late 1990s to the late 2010s, the number of full-time staff in local governments in Japan continued to decline due to administrative and fiscal reforms. However, since 2000, the

public service demands of local governments have increased owing to factors such as the advancement of decentralization. Local governments have had to respond to the increasing public service demands with a limited number of staff. This study examined flexible organizational management as a factor that has enabled local governments to respond to increasing public service demands. Prior research revealed that local government labor and management engage in staff-assignment negotiations. However, the analysis was conducted only at one point in time and did not fully examine the effects of labor-management negotiations. Therefore, this study explored staff-assignment negotiations, using the case of industrial relations in city B. In 2019, the staff-assignment negotiations were deemed inappropriate in city B, and no longer conducted. This study concluded that a comparative analysis of staff-assignment negotiations before and after that period would enable the verification of the effectiveness of staff-assignment negotiations.

TSUSHIMA Yohei (Meiji University, graduate student)

A Study of the “Menace of Competition” and Changes in the Bargaining Structure of Labor and Management: A Case Study Analysis of the Communications Infrastructure Industry

This paper examines the changes in the bargaining structure of labor and management in Japan using the concept of the “menace of competition” as defined by Commons (1909) and the development of internal labor markets and dualism. From the perspective of Commons, labor exposed to the “menace of competition” attempts to enhance their own bargaining power by utilizing collective bargaining. However, the responses of trade unions to this threat are not uniform, and the ways in which they do so also change when the environment surrounding the actors differs. The changes are related to the evolution of the internal labor market. The response of trade unions undergoes a transformation as the evolution of the internal labor market diverts organized labor from the “menace of competition.” Furthermore, the process is linked to the dual labor market. This paper focuses primarily on trade union organizing in the communications infrastructure industry to analyze how a trade union that aimed to centralize its bargaining structure came to allow decentralization to take place. The case study will be analyzed in order to examine the relationship between the development of the internal labor market and decentralization.

HONDA Kohei (Rikkyo University)

Current Issues in the Dockworkers’ Market: A Study on the Role of Local Dockworkers’ Unions in the Logistics Industry

The purpose of this study is to clarify the role of dockers’ unions in the local port labor market. In April 2024, Japan’s Labor Standards Act was revised. That revised Act regulates overtime working hours for truck drivers. This will make logistics stagnation an issue for the industry soon. This is called the “2024 problem of logistics” and a modal shift is expected in the port transport sector. However, the increase in the number of elderly dockworkers and the shortage of dockworkers are also serious problem. If we do not take any action to solve these problems, we will not be able to respond to the growing demand for port transport services. This study focuses on the supply of workers by two local unions, examines their effectiveness, and then considers dock workers’ policies.

9:30-11:30

General Session B: Social Security 1**Chair: SENO Mutsumi (Hannan University)****MISAWA Haruto (The Ohara Institute for Social Research, Hosei University)*****Analysis of the process of establishing the National Pension System — Analysis of the process of treating people who are unable to contribute —***

Since the 1990s, the hollowing out of the National Pension System has come to be seen as an issue in the operation of the National Pension System, where people who are insured under the National Pension System (Class 1 insured persons) are unable to pay their insurance premiums and end up receiving low or no pensions. The hollowing out problem is said to have progressed against the backdrop of growing distrust in the pension system and an increase in non-regular employment. Although there have been several research results on the background to the expansion of the hollowing out, the process by which the National Pension System became structured to be hollowed out, that is, the factors and process by which people who are unable to contribute premiums were exempted from contributions while those who are unable to contribute were included as National Pension insured persons, have not been clarified until now.

This study uses primary sources from the time of the establishment of the National Pension System to clarify the background to the inclusion of people who are unable to contribute premiums as National Pension insured persons and the process by which the exemption system was considered.

SHIRAISHI Anzu (Ochanomizu University, graduate student)***Employment Insurance Receipt Status Among Women who underwent job changes in the past year: with a focus on the accessibility and freedom of choice regarding employment insurance***

This paper investigates employment insurance for women who undergo job changes, with a focus on examining disparities in the accessibility and freedom of choice regarding employment insurance. First, the percentage of women who received employment insurance when transitioning between jobs was analyzed. Subsequently, it delves into the reasons for not receiving employment insurance despite eligibility were identified. The findings reveal that only about 10% managed to receive employment insurance when they changed their jobs. In addition, the percentage who received employment insurance despite being eligible for job insurance in their previous job were different between regular employments and non-regular employments. Moreover, logistic regression analysis identified women who have child were tendency not to receive employment insurance regardless of whether someone is eligible for receiving job insurance.

LI Heran (Rikkyo University)***A Study on Regional Disparities in China's Unemployment Insurance System: Case Study of Jiangsu, Chongqing, Hainan and Guizhou Provinces***

In China, the policy movement against unemployment almost came to a halt with the “Declaration on the Eradication of Unemployment” during the early Planned Economic Period, and it is no exaggeration to say that during the 1960s and 1970s, the only formal measures against unemployment in China were “job allocation” and “waiting list”. Then, the development

of a full-fledged system to deal with unemployment began again with the reform of state-owned enterprises that took place over the 1990s. Indeed, with the development of the labor market, there has been an increase in independence and autonomy in reemployment, while not only has the focus of the unemployment insurance system shifted from relief to prevention, but the supplemental content about the entrepreneurial support has also become more generalized. However, with the wide variation in regional development levels, the unemployment insurance system has its diversities as well, and it remains difficult to form a unified system across the country.

This paper focuses on the interregional disparities in China's unemployment insurance system, taking four regions representing different levels of development of China's regional economies, analyzing the quality of the unemployment insurance system, and clarifying the problem of disparities in the unemployment insurance system across regions.

9:30-11:30

General Session C: Support for Children and Youth

Chair: TOKORO Michihiko (Osaka Metropolitan University)

KONDO Takayuki (Tokyo Metropolitan University, Graduate Student)

An Attempt to Systematize Psychological Maltreatment Through Interview Surveys

In recent years, the concept of “maltreatment” has garnered attention as a broader understanding of child abuse. Among the various forms, psychological maltreatment is one of the least understood. This study aims to derive multiple patterns of psychological maltreatment by conducting a qualitative analysis using M-GTA on interviews with young people who had troubled relationships with their parents from early childhood to the age of 18. By organizing the contexts in which these acts occurred, we aim to elucidate the patterns of psychological maltreatment. Furthermore, without being constrained by the traditional definitions of psychological maltreatment, this study also pays attention to the forms of psychological maltreatment that previous research has overlooked and presents them as new candidates for psychological maltreatment.

OTAYA Satoshi (Ritsumeikan University), MINAMIDE Kissho (Gifu University),

OKABE Akane (Otani University), ABIRU Kumi (Waseda University),

HARA Miki (The University of Shiga Prefecture)

Current Status and Challenges in the Operation of Comprehensive Counseling Centers for Children and Youth: Results from a Complete Survey

The social difficulties faced by young people in transition are becoming increasingly diverse and complex. Youth support has primarily focused on employment assistance and creating places for them to belong, but at the same time, the need for more comprehensive and integrated consultation support has been discussed and developed. Currently, the “Children and Youth General Consultation Center” program is expected to play such a role in youth support measures. However, this program has not been summarized by the administration, nor has there been any research conducted on its outcomes and challenges, leaving local governments to operate it

independently. Therefore, our research team conducted a national survey targeting “Children and Youth General Consultation Centers” established by local governments. This presentation aims to report on the basic tabulation and analysis, depicting an overview of the scale of the implementing bodies, the support they provide, what they are unable to do, and the challenges they face.

KAWASE Rumi (Hiroshima Bunkyo University)

Cooperation between Education and Welfare in Taiwan's Child Support Policies

Currently, the focus of attention for enhancing child-related policies in East Asia is the cooperation between education and welfare. This is due to the fact that it has become difficult for each of the education and welfare policies and systems to stand alone. What was proposed for this purpose was the coordination of education and welfare centered on schools. The state of coordination between the two, especially in Japan and South Korea, and how it should be, are being discussed in terms of policy realities and actors.

In East Asia, Taiwan is characterized by its school-based child support system, including the assignment of teachers specializing in child support. This report clarifies how cooperation between education and welfare has developed in such child support policies in Taiwan.

Specifically, for child education policies (measures against truancy, suicide, bullying, introduction of school social workers, etc.) and welfare policies (measures against abuse and poverty, etc.) in Taiwan since the 1990s (democratization), I will analyze whether education is provided to guarantee livelihood and survival in order to receive education or whether education is provided to guarantee livelihood and survival in order to The analysis will focus on whether they are encouraging people to It will then show how schools and teachers have been positioned in such policies.

9:30-11:30

General Session D: Social Welfare 1

Chair: HATAMOTO Yusuke (Doshisha University)

KADO Yoku (University of Shimane), TAKAHASHI Yukihiro (Yamanashi Prefectural University)

Analysis as care activities by professions — focusing on individual case

This conference presentation analyzes care activities by care, welfare professions and nurses during Covid-19 period based on micro analysis of individual specific cases, different from mezzo level analysis of running care offices. The interview data for each profession (care and welfare profession and visiting nurses and so on) as individual case she experiences during Covid-19 period is analyzed on this presentation. For example, recognition as risk on care services and deficient skill thorough Covid-19, what kind of service is increasing or decreasing, burden and points to be improved are analyzed. Based on above points, this presentation searches for hypothesis making as conflict recognition of their vulnerability and construction of new views on care during infection, different from generalities of care activities of.

ISHIDA Kentaro (Meisei University)***Mobilizing Community Business Assets through Early Childhood Education and Care Facilities***

This report examines the collaboration and coordination between Early Childhood Education and Care (ECEC) and Community Businesses. The guidelines for the operation of preschools and childcare facilities stipulate that “Local nature spots, human resources, events, and public facilities should be actively utilized and creative measures taken to enrich children’s lives.” From the perspective of the strengths model, the community is a “treasure trove of resources,” and the role of social workers who work in the community is to discover and activate existing resources. In light of these points, it is clear that collaboration and coordination between ECEC and the community are often understood from the perspective of how to “mobilize” resources in the community, such as redefining or revitalizing the roles of existing resources, and rediscovering things that were not previously considered resources. Therefore this report aims to provide a case study of how businesses resources are “participating” in preschool activities.

NAKANO Koki (Nihon University)***Social Welfare Policy and its Policy Process in the Late 2010s: A Reexamination in the Context of the “Policyization” of Community Welfare***

This study examines community welfare policy in the mid-2010s in the context of “politicization” of the policy process. We use the discourse of policy elites to analyze how the policy was linked to prior policies and how the policy influenced later policy formation. In recent years, “the ‘politicization’ of community welfare” has been discussed in community welfare research, and comprehensive projects are considered to be a milestone in this process. The enactment of the Comprehensive Project for Long-Term Care Prevention and Daily Life Support and the Law for Services and Supports for Persons in Need were important nodal policies (Hirano, 2021; Nagata, 2021; Tanaka, 2022). Hirano (2021), in particular, points out that these policies were important turning points that “sought collaboration between institutional welfare and community welfare”.

However, since both policies were different in terms of their targets and the bureaus in charge of the policies, background discussions and subsequent impacts need to be analyzed. Therefore, this study analyzes the formation process of both policies using documentary sources. We will focus on the dissimilarities in the discussions between the policies and analyze the policy process in the context of “politicization”.

11:30-12:50 Lunch Time

12:50-14:50 Special Theme and General Sessions**SPECIAL THEME SESSION****12:50-14:50****Special Theme Session 4: Income Security Reform for the Elderly in East Asia****Chair and Coordinator: SHIZUME Masato (Ritsumeikan University)****Discussant: YOSHIDA Kenzo (Aoyama Gakuin University)****<Theme of the Session>**

In recent years, with the progression of declining birthrates and aging populations in East Asia (China, Japan, South Korea, Taiwan), pension reforms have been advancing. This session will focus primarily on pension system reforms in East Asia, discussing topics such as the income mix during old age, minimum livelihood security, and the fairness of pension benefits between genders. These topics represent significant issues that either drive income security system reforms, including pension reforms, or arise as a result of these reforms in each region. Therefore, for the purpose of advancing discussions in this session, we plan to invite non-member researchers from research institutions and universities in East Asia (South Korea and Taiwan) who are well-versed in these issues to present their research based on the latest data analysis from each region.

SHIZUME Masato (Ritsumeikan University)***Old-Age Income Mixes in East Asia: Compressed Modernity with Institutionalized Tradition?***

In East Asia, the composition of income during old age is becoming more diverse due to factors such as the maturity of public pensions, the development of private pensions, the labor market conditions for the elderly, and the status of informal income transfers. When categorizing the income of the elderly in China, Japan, South Korea, and Taiwan into public income security (public pensions), market-based income security (corporate pensions, individual pensions, labor income), and informal income security (income transfers from children to parents), it is found that earned income plays a significant role in the household incomes of the elderly in China and South Korea, supplemented by informal income transfers. In Japan, pension income plays a major role, supplemented by labor income and private pensions. In Taiwan, informal income occupies a large proportion, supplemented by labor income and pension income. This study analyzes the factors that produce these differences in income mix, focusing primarily on the role of public pensions. Through these analyses, the characteristics of income mix in East Asia, which is amidst a “compressed modernity,” will be clarified.

CHOI Okgeum (National Pension Research Institute, non-member)***How the Korean basic pension will develop in relation to the national pension***

The Korean basic pension was designed to compensate for the low income replacement rate of the national pension. However, the system’s purpose has been ambiguous due to the added character of assistance by setting the eligibility to 70 percent of the elderly, and its relationship with the national pension has been problematic due to the continuous increase in the pension

benefit. This article considers the role division between the basic pension and the national pension in Korea and proposes development direction. To do so, we will examine the contents and current status of the basic pension and national pension and summarize the issues arising from the relationship between the two systems. We will also review and refer to other countries' cases and draw implications for the development of the Korean basic pension.

HUANG Fang-Yi (Soochow University, non-member),

MEYER Traute (University of Southampton, non-member)

Women's gains offsetting men's losses? Pension reform and the gender pension gaps in Japan, Korea and Taiwan

Since the 1990s, East Asian countries have expanded pension systems while managing costs. This study examines the impact of these reforms and labor market changes on gender pension rights and income in Japan, Korea, and Taiwan. It finds that Korea shows the highest gender inequality due to low female labor participation and high informal employment, while Taiwan has the least inequality with higher female formal employment and low gender pay gaps. Japan falls in the middle, offering high replacement and coverage rates for women. The study also explores how pension reforms have affected pension accrual and adequacy for both genders, assessing each country's alignment with the breadwinner model. In Japan's strong breadwinner model, pensioner poverty is avoided, but gender inequality persists. Taiwan's weak breadwinner model enhances universal pension access, benefiting women, though it has reduced entitlements for full-time workers. Korea's late-expanded system, fitting a universal poverty model, provides low benefits and has faced cuts. The study emphasizes Korea's larger gender pension gap compared to Taiwan and Japan, highlighting the need for strategic reforms to address gender inequalities effectively.

12:50-14:50

Special Theme Session 5: Interdisciplinary Examination of the Role of the Idea of Responsibility in the Anti-Poverty Policy

Chair: SAKAI Kosuke (Kobe University)

Coordinator: ABE Takafumi (The University of Tokyo)

<Theme of the Session>

Anti-poverty policy is one of the most crucial policies in modern societies. When discussing anti-poverty policy, examining what role "the idea of responsibility" plays or should play is essential. The reason is as follows: the most potent obstacle to anti-poverty policy is the idea that individuals are responsible for coping with poverty on their own, and when discussing the vision of the proper anti-poverty policy, we should clarify what responsibility society owes when dealing with poverty.

In this session, we examine the role of the idea of responsibility from various academic perspectives. Each of the four presentations in this session is based on a different approach: historical analysis, qualitative analysis, philosophical/normative analysis, and quantitative analysis.

An interdisciplinary examination like this session works on is a novel attempt to discuss anti-poverty policy, so we hope the discussion in this session contributes to the research about anti-poverty policy.

SAKAI Kosuke (Kobe University)

Semantics of Responsibility: Toward a Historical Analysis of a Concept

This presentation offers a preliminary inquiry to clarify the meaning of “responsibility” and how it has transformed in relation to social structural changes. Previous research has demonstrated that responsibility underwent a significant shift in the 19th century. Prior to the 18th century, responsibility was understood as the realization of the negative consequences of rational human actions, based on specific norms and attributed to specific entities through communication with others (the classical responsibility model). In contrast, structural transformations, including the functional differentiation of society, have made it difficult to causally connect a particular act with certain damage. This has led to a situation where one must deal with unforeseeable consequences affecting many people. Consequently, responsibility is no longer seen as an ex post facto attribution of actions but as a preventive concept to minimize future damage (the 19th-century model of responsibility). Questions such as who should be responsible for poverty arise from this semantic shift in the concept of responsibility.

PARK Hyewon (Hitotsubashi University)

Difficulties in Resolving Poverty through Higher Education in Low-Income Students Focusing on the Debate on “household division” in the Parliament

This paper qualitatively analyzes discussions on public assistance system reforms in Japan during the 2010s to clarify how policymakers (politicians and bureaucrats) perceive poverty and institutional responses to it from the perspective of “responsibility.” When responsibility for poverty is assigned to individuals, it is more difficult to expand institutional responses to poverty. However, when responsibility is not assigned to individuals, increasing support for poverty alleviation tends to be easier. This perception is one of the reasons why “child poverty” has become a public issue in recent years and why various policies have been rapidly established. However, this perception has shifted regarding higher education (acquisition of academic degrees) as a means to alleviate poverty. There is strong resistance to supporting higher education for children from public assistance households. The 2018 “Revised Public Assistance Act” marks a major shift from the previous principle by allowing students living on public assistance to pursue higher education to a certain extent, but it still maintains a self-responsibility approach under the principle of “household division.” This paper analyzes the discourse of policymakers on self-responsibility in public assistance, with a focus on the “household division” debate.

ABE Takafumi (The University of Tokyo),

MIYAMOTO Masaya (The University of Tokyo, Japan Society for the Promotion of Science)

How to Handle the Idea of Responsibility in the Debate Around the Anti-Poverty Policy: A Philosophical/Normative Examination

This paper demonstrates how to handle the idea of responsibility in the debate around the anti-poverty policy. First, this paper demonstrates that it is essential to distinguish responsibility as attribution from substantive responsibility. When discussing responsibility as attribution, we

judge who we should attribute to the cause of some result, e.g., poverty. On the other hand, when we talk about substantive responsibility, we judge who should owe what obligation in the future, e.g., society's obligation to cope with individuals' poverty. Second, we show that because the discussion of substantive responsibility seeks the proper division of obligations between agents like an individual and a society, we should justify the division of obligations on the different reasoning from reasoning about causal attribution. Third and last, this paper suggests a plausible strategy for constructing the normative conception of anti-poverty policy. The strategy is putting society under a substantive obligation (responsibility) to secure the proper options for all individuals, based on the understanding of poverty as a lack of social conditions of autonomy.

KAZUMI Kousuke (Takarazuka University), KITANO Kohei (The University of Tokyo, Ph.D student)
Empirical Analysis of Social Attitudes toward Poverty and Responsibility: Focusing on the Distinction between Attributive and Substantive Responsibility

This report presents findings from a web-based survey on poverty awareness conducted by the authors in 2023, examining how people perceive the causes of and responsibility for poverty. The analysis focuses on the distinction between attributive and substantive responsibility, building on the theoretical framework of responsibility discussed in the third report (Abe and Miyamoto). Specifically, we investigate the relationship between attitudes toward attributive responsibility and substantive responsibility for poverty, as measured by carefully differentiated question items. We then evaluate the effectiveness of the approach that aims to expand anti-poverty measures by challenging the notion of individual self-responsibility. To further elucidate attitudes toward attributive and substantive responsibility, we first examine how perceptions of attributive responsibility for poverty correlate with respondents' social attributes and their views on politics, society, and education. Additionally, we analyze how awareness of substantive responsibility for poverty influences attitudes toward existing social policies, such as the social welfare system and healthcare system.

12:50-14:50

Special Theme Session 6: Current Policies Regarding Support for Persons with Disabilities in Japan, and Related Issues

Chair: NAKAZAWA Shuichi (University of Shizuoka, Junior College)

Coordinator: TAKANO Tsuyoshi (Ritsumeikan University)

<Theme of the Session>

The Convention on the Rights of Persons with Disabilities, adopted by the United Nations in 2006, includes provisions on reasonable accommodation. In order to update Japanese laws in preparation for ratification of this Convention, the "Act on the Elimination of Discrimination against Persons with Disabilities" was passed in 2013, and Japan ratified the U.N. Convention in 2014. In 2016, a revision of the "Act on Promotion of Employment of Persons with Disabilities" came into force, making it mandatory for employers to provide reasonable accommodation to persons with disabilities, however private companies were only required to make an effort to

provide reasonable accommodation in employment. But in 2024, a revision of the “Act on the Elimination of Discrimination against Persons with Disabilities” came into effect, making it a legal obligation for private companies to provide reasonable accommodation in employment. Furthermore, the statutory employment rate for people with disabilities in private companies was raised from 2.3% to 2.5% of their workforce. As a result, the category of employers who must employ disabled people changed from companies with 43.5 or more employees to those with 40 or more employees. Remuneration for welfare services for the disabled was also revised in 2024. Furthermore, six Japan Rail companies and nine major private railway companies announced that people with mental disabilities would be eligible for a new, discounted fare for the disabled.

Thus, employment and support policies for people with disabilities have been changing rapidly in Japan in recent years. In the presentations, this subcommittee will examine the current state of employment and support policies for people with disabilities in Japan, as well as challenges which remain to be addressed.

**EMOTO Junko (Bukkyo University), TONDA Tetsuji (Prefectural University of Hiroshima),
KANAYA Nobuko (Hiroshima City University)**

Current Status of Employment Support for Persons with Disabilities in Urban Areas of Japan, and Issues with the Government's Current Policies

As Japan's working-age population declines due to the declining birthrate and aging of its population, everyone is now expected to work according to their motivation and abilities. As a result, people with disabilities are also expected to participate in the work force if possible. Thus, labor policy for persons with disabilities will likely serve as a model for Japan's general labor policy in the future.

Support for “Continuation of Employment of Persons with Disabilities in Type A Workplaces” (workplaces that hire the disabled as normal employees), is necessary in order to allow employment of people with disabilities, and others who have difficulty finding jobs, especially in a society with an insufficient labor force. This support is an important resource that also promotes revitalization of local communities, however it is not clear exactly how companies are adapting their policies and how they are supporting these employees.

The author conducted a survey in an interview format of Type A employers working with support centers for continuous employment of the disabled in rural and urban areas that meet the designation criteria under the “Act on Comprehensive Support for Persons with Disabilities”. The survey results clarify the current status of the operations of these businesses and the supported provided, as well as the position of persons with disabilities in the labor system, and the effectiveness of the operations of support centers for Type A employers.

The presenter will report the result of an analysis of survey results for urban areas, which reveal that the support centers for Type A employment are playing complementary roles to the insufficient government employment policies for persons with disabilities. In addition, we will discuss the current status of employment for persons with disabilities in urban areas, and how such employment can be improved in the future.

ISONO Hiroshi (Shizuoka Welfare and Medical College)

Examination of Poverty Among Persons with Disabilities in Japan, and of Disability Pensions, through Documents Related to the U.N. Convention on the Rights of Persons with Disabilities

The U.N. Convention on the Rights of Persons with Disabilities (hereinafter referred to as “the Convention”) is an international standard for policies related to persons with disabilities. The Convention is characterized by the adoption of a “comprehensive model of human rights” that guarantees the right to freedom and social rights, and is based on the premise that reasonable accommodation through affirmative measures can be used to remedy discrimination. Article 28 of the Convention clearly states that “appropriate services according to one’s needs” should be provided, and that “assistance for expenses related to disability shall be used”.

The “Concluding Observations on Japan’s Report” (hereinafter referred to as “Concluding Observations”), adopted by the Committee on the Rights of Persons with Disabilities in September 2022, clearly states the following: “The social security system that ensures an adequate standard of living for persons with disabilities and their families is insufficient”, and that “Disability pensions are significantly lower than the average income of the people.” Thus, the relative deprivation of persons with disabilities in Japan is clearly recognized, and drastic improvements in income security for persons with disabilities, such as disability pensions, are recommended.

This investigation re-examines the current state of disability pensions under Japan’s universal pension coverage system, through documents related to the Convention, to assess the possibility of expanded implementation of disability pensions in Japan in accordance with the 2022 Concluding Observations.

WATANABE Yuki Yoshi (Doho University)

Current Status and Issues of Car Ownership for Persons with Disabilities in Public Welfare Trials

The Japanese Ministry of Health, Labor and Welfare does not recognize the ownership of automobiles as daily necessities, in principle, for recipients of public assistance. Exceptions are made to allow recipients to commute to work in areas without convenient public transportation, to pick up and drop off children at daycare centers, to work independently, or, for persons with a physical disability, to go to the hospital or to school.

The issue of car ownership for people with disabilities who are receiving public assistance should have been settled after the 2013 trial involving Hirakata City (known as the “Hirakata Welfare Automobile Ownership Lawsuit”). However, two other lawsuits, filed in Suzuka City, Mie Prefecture in 2022, and one in Seki City, Gifu Prefecture in 2023, granted the cities a stay in implementation of the decision. A judgment on March 21, 2024 ordered Suzuka City to reverse its suspension of the plaintiff’s public assistance and pay 100,000 yen in compensation, a ruling which is being appealed by the city.

In this report, the author reviews these cases and examines the state of public assistance with disabilities, from the viewpoint of guarantees of an adequate standard of living and economics.

GENERAL SESSIONS

12:50-14:50

General Session E: Labor 1**Chair: ERA Satomi (Hosei University)****OKANIWA Fusae (Yamagata University)*****A Study of Initial Job Disadvantages and Future Life Situations***

Previous studies have shown that entering the labor market during a recession has sustained negative impacts on employment and income. It is also understood that individuals whose first job is non-regular employment tend to experience prolonged job instability and lower life satisfaction. This paper utilizes survey results conducted on the “the ice-age cohorts” and the cohorts before and after it to examine whether the “ice-age cohorts” faced more disadvantageous initial employment status compared to other cohorts, how many years it took for these disadvantages to be mitigated, and how this affected their future family formation, financial preparation for old age, and cohabitation with parents. The findings reveal that the “ice-age cohorts” had a higher proportion of individuals whose first job did not meet their expectations, took longer to get regular employment, and had higher marriage and childbirth ages than other cohorts. It is necessary to improve datasets and estimation methods to explore ways to support this generation in the future.

TANAKA Yoko (Friedrich Meinecke Institute of Free University of Berlin/The Ohara Institute for Social Research, Hosei University)***Abolition of Part-Time Employment and Conversion to Short-Hour Regular Employment: A Case Study of Retail Company A***

In this report, recent reforms in employment forms and working conditions in the retail industry in Japan will be examined, focusing on the company that have eliminated disparities between full-time regular employees and part-time workers. While existing research has explored the relation between regular and part-time employment in the retail sector, companies that have abolished the disparity in treatment have not yet been analysed. Here we take the case of Company A, which undertook a fundamental HR reform in the 2010s and completely eliminated the non-regular employment status of part-time workers. Under this reform, all part-time positions were converted into short-hour regular positions, and fixed-term contracts were changed to indefinite employment. Essentially, part-time workers became regular employees and gained the flexibility to choose their working hours.

Through interviews with the HR manager and project manager of Company A, as well as employees who actually changed from part-time to short-hour regular employees, this report reveals how Company A successfully eradicated non-regular employment practices and discusses the significance of this reform.

NAITO Tomoe (Seikei University)***The Impact of work and life burden brought by the family environment on mothers***

According to the 2020 White Paper of the Ministry of Health, Labor and Welfare, the

number of one-worker households outnumbered two-worker households from 1980 to 1990. Since 1990, this position has been reversed. By 2019, the number of two-worker households will be more than double that of one-worker households. However, this does not mean that women are making social progress; a check of the actual status of dual-earner households using the Labor Force Survey from 2020 to 2022 shows that the combination of a full-time husband and a part-time wife has become the norm. Nonetheless, the total hours worked, the sum of hours worked in the labor market and at home, shows that women work longer than men (Naito 2024). This suggests that women feel a greater burden from both work and life.

Therefore, this study quantitatively analyzes this sense of burden among women. The analysis will focus mainly on mothers since it uses a longitudinal survey of children born in the 21st century, and this study will examine, in detail, the effects of fathers' attitudes and children's situations on mothers' sense of burden.

12:50-14:50

General Session F: Social Security 2

Chair: KAJIWARA Katsuhito (Fukuyama Heisei University)

YAMANAKA shikatsugu (NPO coporation Kinki arer activenetwork)

Regarding basic income for implementing basic servics

In the social security aystem, there is a view that in contrast to basic income, which provides cash benefits to all people, basic services such as housig, higher education, and medical care should be provided for free or at low cost. This is almost like a conflict of opinion, but basic income has the advantage of allowing the cash provided to be used freely, while basic services are concerned with securing the right to housing and education, and with concerns about the burden of expenses due to illness. The benefits include eliminating the burden of debt and reducing overall living costs. Rather than thinking about this in a confronational manner, Japan cannot overlook the issue of soaring unversity tuition fees and the burden of 30% of medical costs, and should first prioritize the implementation of basic services like European countries, and We recommend that benefits of both be effectively implemented by probiding temporary basicincome benefits at certain taimes.

WATANABE Kuriko (Kanagawa Univerisity), FUJII Mayu (Hokkaido Univerisity of Education)

The Impact of Livelihood Assistance on Labor Supply: An Analysis Using "Survey of the Public Assistance Recipients"

This study analyzes the labor supply of single-parent households receiving livelihood assistance. While the priority goal of social security benefits, including livelihood assistance, is to provide protection for household's well-being, the issue is how to balance this goal with the effect that it may have on labor supply.

In particular, livelihood assistance would need to be designed so that it does not have an excessive impact on labor supply. In fact, the Earned Income Credit takes into account working incentives by not counting the full amount of the marginal increase in working income into household income.

However, little empirical research has been accumulated to date on the impact of livelihood assistance on the labor supply of the recipients, and it is not clear not only the extent of the impact on labor supply but even whether it exists or not.

This study therefore analyzed the impact of livelihood assistance on labor supply using micro-data from the Ministry of Health, Labour and Welfare's "Survey of the Protected Persons".

TAKANISHI Keita (Tokyo Metropolitan University)

Examin Martha Fineman's vulnerability theory

Feminist law scholar Martha Fineman studied the discourse of a poor American family headed by a single mother and insisted on the need to abolish legal support for the family, which comprises a man and a woman, and constitute the protection of the nurturing unit, which comprises a caregiver and caretaker. Her works have been referred to by social policy scholars in Japan and are considered insightful, particularly regarding the argument of the unit for which social institutions provide resources.

However, Fineman's recent study on the vulnerability theory has not been mentioned much by scholars in Japan. Some feminist law scholars have focused on this topic, however no studies concerning social policy have considered it. Therefore this study aims to examine Fineman's vulnerability theory and obtain its implications for social policy studies in Japan.

First, we examine some theories based on the concept of vulnerability and introduce an analytical framework for the classification of those theories, including Fineman's theory. Categorical analysis clarifies the features of Fineman's theory and relates it to others. Second, we consider the limitations of Fineman's theory and provide insights into Japanese social policy research.

12:50-14:50

General Session G: ジェンダー

Chair: KOMAGAWA Tomoko (Hokkaido University)

YAMANE Sumika (Jissen Women's University)

Institutional Conditions Supporting User-Worker "Common Interests"

Toward Overcoming Informality of Domestic Care Workers

"Overcoming informality" for paid domestic care workers working outside the scope of labor legislation is serious issue. Exemptions to labor laws for domestic workers are also an issue in Japan. At the same time, there has been movements to formalize the relationship between employers and domestic workers, placing it in an employer-employee relationship, through a coalition of migrant workers and non-profit organizations of employers. This report focuses on the activities of employer organizations, and examines the role of national and local regulations and benefits in realizing the common interests of users and domestic and care workers. In France, collective bargaining agreements between employers and workers are applied nationwide, and tax credits for workers' social security contributions paid by employers promote formalization of domestic care workers. In the U.S., employer organizations are also participating in the movement to establish a "Bill of Rights" for domestic workers on a state-by-state basis, but the

cost of overtime and rest periods for workers remains on the employers' side. From the above discussion, we will examine the strategies of the movement in formalizing domestic work and realizing decent work in Japan.

YUTANI Naoko (Ritsumeikan University Graduate school of Sociology)

Differentiation and ranking based on the reasons for the formation of single-mother families: Discussion on the revision of Child Rearing Allowance in 1985

For single mother families, there is a disparity in the institutional response depending on the reason for their formation, such as "bereavement/divorce/unmarried", which leads to economic inequality and difficulties in life due to the deviant gaze directed at them by society.

In 1959, pensions began to be paid to bereaved single mother families as support for war widows. As a separate system, the Child Rearing Allowance System was established in 1961 to support divorced and unmarried single mother families.

After 1985, with the increase in divorces, the purpose of support for single mother families changed from continuous social security to temporary support until independence. One of the major controversies at the time was a proposed amendment proposal to exclude unmarried single mothers from the support.

This presentation will examine what kind of family form was assumed to be deserving of support in the parliamentary debate over this amendment proposal, and will examine the testimony of both actors who differentiated between single mother families based on the reasons for their formation and those who opposed the amendment proposal. It will also examine how the images of the family discussed in the debate have influenced support for single mother families today.

12:50-14:50

General Session H: Region

Chair: KAKITA Yusuke (Osaka Metropolitan University)

TAKAHASHI Yoshiaki (Meikai University), TAKANO Ryo (Meikai University, non-member)

Can a street smoking ban ease conflicts between smokers and non-smokers? opinions from Urayasu citizens

One of the complaints by non-smokers is smokers' behavior smoking on street. Reasons given include dislike of the smell of cigarettes, risk of fire, littering and others. However, not all smokers smoke on the street. Therefore, in Urayasu City, Chiba, where a treaty banning smoking on the street has not yet been enacted, we examined if the opinions of smokers and non-smokers differ on a street smoking ban ordinance, and if the conflict between the two groups could be alleviated by combining the ordinance with other measures. As a result, we found that an ordinance could be enacted if it was combined with an increase in indoor smoking area.

KUROIWA Ryoko (Japan Women's University)

Learning process and development of the Age Friendly City policy in Akita City

This study aims to elucidate how Akita City adopted and developed the Age-Friendly City

policy advocated by the WHO, using an analytical framework from a government learning (Akiyoshi 2021). Mayor Hozumi, first elected in April 2009, committed to this policy and obtained (1) policy-related information through the WHO and the International Federation on Aging (IFA). Since October 2009, the city has been (2) disseminating policy knowledge to internal study groups and the Akita City AFC Concept Promotion Council. The Promotion Council (3) compiled this knowledge into a “proposal” in June 2011, and (4) policy proposals were also developed concurrently, incorporating the Age-Friendly City policy as a growth strategy in the Akita City Comprehensive Plan starting in April 2011. Through this process, Akita City discovered new values, such as the elderly becoming active supporters of society and collaborating with citizens, which were then implemented as specific policies.

15:00-17:00 Special Theme and General Sessions

SPECIAL THEME SESSIONS

15:00-17:00

Special Theme Session 7: Social Policy in the South and the North

Chair and Coordinator: KAMIMURA Yasuhiro (Nagoya University)

<Theme of the Session>

Recent years have seen new developments in social policy within the Global South, sparking increased research activity. How should we interpret the global development of social policy? While it is evident that a convergence theory based on the Western model is insufficient, assuming a single model for East Asia or the Global South would be equally erroneous. It is crucial to examine the diversity of development in each country from the perspective of global social policy. In this thematic session, we will invite leading social policy scholars from Taiwan, Indonesia, and India to report on the latest trends in their countries and share new theoretical frameworks and analytical methods for understanding these trends. This session aims to foster a dialogue involving Japanese social policy scholars.

YEH Chung-Yang (Soochow University, non-member)

The Multiple Transformations and Movements of the Taiwanese Welfare State Since the 2000s

In K. Polanyi's seminal work, he articulates the concept of the “double movements of capitalism.” This notion encapsulates the dynamic evolution of welfare states in the West, characterized by the tension between expansion and publicisation on one side, and retrenchment and privatisation on the other. However, if we shift our focus to East Asian welfare states, the development of social policies over the past few decades reveals a pattern of multiple transformations due to compressed modernity. In the dynamics of East Asian welfare states, the simultaneous occurrence of social policy expansion and retrenchment can be observed, and welfare expansion fosters both publicisation and marketisation. Thus, expansion/publicisation and retrenchment/privatisation in East Asian welfare states do not represent opposing concepts but rather reflect a more intricate relationship. Taiwan represents a typical case of this different

story. In this study, I will focus on Taiwan and compare it with the development of other welfare states to illustrate the characteristics of this multiple transformation in East Asian welfare states.

YUDA Tauchid Komara (Universitas Gadjah Mada, non-member)

Considering Ideal Types and Mechanisms in Social Policy Theorization: Reflections from the Indonesian Context

Applying an ideal-typical epistemology to investigate social policy theory in Southern countries has led to a convergence in understanding with Northern policy development. Following this epistemological path, the analysis of the Indonesian case, a fast-transforming emerging market of Southeast Asia, overwhelmingly indicates that the foundational elements of the country's regimes are consistently comparable to those of the traditional East Asian Welfare Model — despite noticeable changes in welfare features. These characteristics include a fragmented system, prioritizing selected welfare domains supporting growth, and occupational line-conforming benefits of social policy. However, applying the mechanism-oriented approach to address the endogeneity problem — connecting sets of events leading to specific outcomes — for core Indonesian social policies suggests a different narrative. The causal mechanisms typically associated with welfare development in East Asia cannot fully explain the institutional formation in Indonesia. The presentation highlights the necessity of epistemological reflexivity when theorizing social policy development in Indonesia or elsewhere, calling for complementary approaches of ideal-type and mechanism-oriented strategy.

PELLISSERY Sony (National Law School of India University)

How Far Does Solidarity Travel?: Welfare Ideations in the North and South

Solidarity (fraternity in many constitutions) as an idea was foundational to welfare state conceptualizations in the West. Some of the early theorists like Richard Titmuss imagined the universal health care system as an extension of the idea of solidarity. However, these assumptions are under severe threat in recent times. Since 1990s the theorizing of welfare state in diverse societies (partly also influenced by global migration) has forced 'social difference' as a resource. Thus, the idea of differential citizenship over universal citizenship is gaining ground. How are the welfare states, emerging in the global south, grappling with the idea of solidarity? This paper is an empirical examination of the constitutions of 26 countries in the global south on the question of solidarity. Many of these countries — with religious values, family values, communitarian values and 'Asian values' — experience a tension between modernist constitutions and their cultural values. The paper shows how these contradictions are reflected in the welfare arrangements. This examination will inform us of the characteristic difference in the nature of emerging welfare states from the traditional Western welfare states.

KAMIMURA Yasuhiro (Nagoya University)

Globalization of Comparative Social Policy: Comparing Welfare States in the North and South

Until recently, the task of comparative social policy in Japan was to position Japan among the advanced welfare states of Europe and the United States. However, with the rise of welfare states in the Global South, the perspective of comparative studies is also changing. How can we understand the spreading mechanism of welfare states from North to South? The advanced

welfare states established in the twentieth century were premised on a robust government with regulatory capacity and a labor market centered on full-time regular employment. The conditions for social insurance with contributions from employees and employers to work well are the government's capacity to establish and operate the system and a labor market dominated by stable companies that can afford insurance premiums for their employees. The recent emergence of welfare states in the Global South prompts us to consider whether this logic applies to these regions. This paper aims to provide an overview of the current spread of welfare states and examine the persistence of informality in welfare states in the North and South. In particular, attention will be paid to Japan's position as the first emerging welfare state.

15:00-17:00

Special Theme Session 8: Diversity among municipalities in the Support Programs for the Self-Reliance of Needy Persons: in the development of regional employment policies in Osaka Prefecture

Chair: NAKA Shuhei (Meiji Gakuin University)

Coordinator: NAGAMATSU Namie (Kwansei Gakuin University)

<Theme of the Session>

The Law for the Support of the Self-Reliance of Needy Persons, which came into force in 2015, obliges municipalities across Japan to formulate and implement comprehensive support programs for individuals with various life difficulties through cooperation between the public and private sectors. However, the establishment and implementation of support programs are largely left to the discretion of street-level organisations such as local authorities and care workers. This has resulted in significant diversity among municipalities in terms of project content and implementation. Most previous studies have focused on 'pioneering municipalities,' and the 'diversity' among municipalities has rarely been revealed. This study focuses on Osaka Prefecture, which has a history of regional employment policies, and analyses the number of consultations and the diversity of the project implementation systems for the Support of the Self-Reliance of Needy Persons among municipalities using data from questionnaire surveys, document analysis, and interviews with municipalities. Specifically, we categorise municipalities according to their support performance and support measures and then explain the municipal diversity using three analytical concepts — governance structures, task environments, and path dependency — based on the framework of the institutional theory of political science.

NAGAMATSU Namie (Kwansei Gakuin University)

Quantitative analysis of the diversity among municipalities in the Support Programs for the Self-Reliance of Needy Persons: focusing on the number of clients and support measures

This paper examines why and how the policy design and implementation systems for the Support for the Self-Reliance of Needy Persons have become so diverse among municipalities in Osaka Prefecture. We analyse client numbers and support measures to identify the characteristics and policy patterns of each municipality. We also describe the analytical concepts that explain municipal diversity — governance structures, task environments, and path dependency — and

introduce the three municipality case studies that will be discussed in subsequent papers. The analysis in this paper led to the following three main findings: (1) Municipalities with a high Area Deprivation Index have received a higher number of new consultations, and those with a high number of new consultations are less likely to make support plans for their clients. (2) More clients are eligible for employment support in municipalities that have diverse employment support measures and their own employment support policies, such as joint interviews, developing job vacancies, and job matching. (3) From correspondence analysis using the number of clients and employment support measures, we examine the similarities between different support measures. We found a high degree of similarity between ‘developing job vacancies and job matching’ and ‘third place support,’ with several municipalities implementing both simultaneously.

TSUTSUI Miki (Hosei University)

Path dependency of the Support for the Self-Reliance of Needy Persons in municipalities: an analysis of three cities in Osaka Prefecture

The current system of the Support for the Self-Reliance of Needy Persons in each municipality is influenced by its policy history. This report details this path dependency at the actor level. Our research team had analyzed a questionnaire survey of municipalities in Osaka Prefecture (conducted in the fall of 2023) and interviewed three cities among them in February 2024. Prior to the interviews, the author analyzed the minutes of city council meetings and detailed budget explanations from over 20 years. “Local Employment Support for People with Difficulties,” “Job Placement Service by Municipality,” “Personal Support,” and “persons with various life difficulties” were entered into each city’s search system, and the exchanges at the general meetings, standing committees, and budget and accounting committees were deciphered.

The findings are as follows. (1) Cooperation between the department of the Support for the Self-Reliance of Needy Persons and the department of industry and labor can be classified into “parallel type” and “collaboration type.” (2) The current system of the Support for the Self-Reliance of Needy Persons was formed amid differentiation and functional connection with related and similar projects that each municipality had implemented before its launch. The generalization of the Local Employment Support for People with Difficulties, which has an “anti-discrimination and human rights policy legacy,” was the underlying issue of gaining legitimacy of the policies. (3) The local resources that can be used as undertakers of the Support for the Self-Reliance of Needy Persons may seem static at first glance, but this is not the case.

SAKURAI Junri (Ritsumeikan University)

Development of work/training opportunities at local level: how to cultivate employer involvement?

System of the Support for Self-Reliance of Needy Persons configures several work and life support programs including Work Preparation Support Program and Employment Training Program. In practice, though, the diversity and quantity of these programs vary among municipalities. This report analyses the structure and characteristics of work support programs provided by 3 municipalities in Osaka prefecture, focusing on the following issues: 1) contents of work support programs, 2) methods of developing work/training places which accept jobseekers more remote from the labour market, and 3) structures of the programs, i.e. assumed “steps” or path to employment, and alignments between different programs and services.

Main findings are as follows: 1) Work Preparation Support Programs are provided for those who are remote from the labour market, developing new activity/training places and programs, as well as utilizing existing local resources, 2) Certified Employment Training Programs mostly offer work training opportunities in welfare facilities but not much utilized. Instead, employment support coordinators have made efforts to develop more engagement of local employers through different programs, and 3) path dependency is observed in the governance structure related to the provision of work support programs and alignments between different sectors and organizations.

15:00-17:00

Special Theme Session 9: New Developments in Community Welfare Plans and Theory Evaluation: Based on Case Studies of Three Prefectures, Hiroshima, Osaka, and Shizuoka

Chair and Coordinator: UZUHASHI Takafumi (Doshisha University, Emeritus professor)

Discussant: HATAMOTO Yusuke (Doshisha University)

<Theme of the Session>

With the revision of the Social Welfare Law in 2008, the formulation of community welfare plans was changed from being voluntary to an obligation to make efforts. These plans were positioned as “superior plans” that describe “common matters in various fields of other welfare services.” Additionally, “matters related to projects for the development of comprehensive support systems” have been included.

In this session, we firstly use the method of logic analysis to examine how input, process, output, and outcome are each indexed and how their interrelationships are understood based on examples from three prefectures. In doing so, special attention is paid to the “process” of plan formulation based on interviews.

Secondly, we consider the following issues that have recently emerged as points of discussion. Then, we try to find ways to make community welfare more effective.

1. What does the superior plan mean, and what changes does it bring? How does it relate to plans in the three areas of elderly, disabled, and child welfare?
2. What is expected to change through the development of a multilayered support system? How are the unique roles of community welfare, such as resident participation and community building, expected to change?

Note: This is part of the research results of the Kakenhi’s International Joint Research Enhancement (B) “Quality of Welfare Services and Policy Evaluation-Focusing on Three East Asian Countries (Japan, Korea, and China)” (2022-2026, Principal Investigator: Satoko Tanaka, Professor at Prefectural University of Hiroshima).

TANAKA Satoko (Prefectural University of Hiroshima)

Issue of Priority and Evaluation Indicator Setting in the planning process of Community Welfare Plan and Community Welfare Activity Plan

I attempted theoretical evaluation of the regional welfare plans of three cities in A Prefecture in 2022. As a result, the following three issues were identified.

- ①Although there is a statement that the community welfare plan is a high ranker plan, the relationships with the individual plans is unclear.
- ②Input Item is not indicated.
- ③The distinction between output and outcome is unclear, and the setting of evaluation indication is limited.

To clarify why such results are produced, we conducted interview survey with the planning sections of the three aforementioned cities and the social welfare council. We infer that these issues have arisen from the formulation process. This report follows the four questions below, Clarify issues in the process of formulating community welfare plans and community welfare activity plans.

The specific questions are as follows.

- ①In the process of planning, what are the specific priorities? “How was the relationship with individual plans discussed?”
- ②How do you recognize the absence of input display?
- ③Is it not a problem that there is ambiguous distinction and lack of indicators regarding output and outcome?
- ④Additionally, Innovations for incorporating specific projects for community symbiosis society.

TANAKA Hiromi (Osaka Metropolitan University), CHI Lirong (Ryukoku University, non-member)

Challenges and Underlying Factors in the Evaluation of Community Welfare: Insights from Interviews with Plan Formulators

Municipalities and social welfare councils are expected to formulate and regularly monitor and evaluate community welfare plans and community welfare activity plans. We have examined the community welfare plans of three cities in Osaka Prefecture, using a theory evaluation framework, to identify the issue that, although there are numerous descriptions of “activities,” the relationships between these activities and “inputs,” “outputs,” and “outcomes” are not clearly visible. This paper clarifies the current state of the evaluation of community welfare plans based on the results of interviews conducted with municipal governments and social welfare councils in two of the three cities mentioned above. It particularly focuses on the roles of municipalities and social welfare councils, the format of evaluation forms, evaluation fatigue, the establishment of evaluation systems, and what contributes to the effectiveness of the plans. By delving into these issues and their underlying causes, this paper aims to contribute to the discussion on the nature and methodology of evaluation in the field of community welfare.

UCHIYAMA Chihiro (Shizuoka University), OBATA Miho (Seirei Christopher University)

A study of the actual situation and methodology of community welfare plan and community welfare activity plan — From the perspective of a multilayered support system

While expectations and the importance of the role to be played by community welfare plans are increasing, there are many ambiguous points concerning the actual situation, the promoting body and the relationship with individual plans. In addition, although resident participation and community development have been developed in community welfare activities, effective means have not yet been derived in terms of methodology.

Therefore, in order to clarify the background to these issues and the reality of the

relationships, a survey was conducted in Shizuoka Prefecture in 2023 in three municipalities' city halls and social welfare councils. What emerged were the limitations and difficulties of positioning the regional welfare plan as a higher-level plan, as well as its potential as a different role. The survey also revealed expectations for the changes that the implementation of a multilayered support system, which is required to deal with issues that cross over fields and problems in between, will bring about in community welfare.

In order to confirm the impact of this multilayered support system development, further research will be conducted in Kannami Town, which was the first town in Shizuoka Prefecture to start such a system. We will consider whether any changes have actually been brought about in community welfare, what the factors are, and whether this is an opportunity to change the existing community welfare system into a more effective one.

GENERAL SESSIONS

15:00-17:00

General Session I: Labor Economics

Chair: KANAI Kaoru (Saitama University)

WANG Peixuan (Oita University, graduate student)

The isolation risk of online gig work — A case study of Chinese delivery worker

Recent years, platform-based gig workers have developed rapidly in countries around the world. In China, to promote reemployment, solve the problems of high unemployment rate and difficulty in finding jobs for graduates, the government has been promoting gig work since 2001. In 2015, under the promotion of the “Internet plus” policy, gig work appeared in the form of “Internet plus gig work” in government documents. In 2020, against the backdrop of the epidemic, platform-based gig work was promoted as a new form of employment. According to the 2020 China Sharing Economy Development Report, the number of platform-based gig workers will increase to 6.23 million by 2019. Moreover, in 2021, the Chinese government announced that the number of flexible employment personnel, including self-employed individuals, part-time workers, and new forms of employment, will reach 200 million.

Although the form of gig work provides workers with employment flexibility, it also brings challenges such as low income, long working hours, and lack of social security. Regarding the above-mentioned issues, the academic community has conducted extensive research, but few studies have involved the loneliness and isolation caused by simple tasks such as food delivery. It is currently unclear what kind of impact engaging in gig work will have on the relationships between employees and their colleagues, friends, family, and society. Therefore, in order to clarify the challenges faced by engaging in “gig work” through the platform and its impact on workers and society, the author conducted an interview study on Chinese food delivery workers. Based on the survey results, this report aims to clarify the reality and challenges of loneliness and isolation faced by platform gig workers.

KIM JoonYoung (Korea Employment Information Service), SHIN Jaeyeol (Hiroshima University)

The Transition of Peripheral Informal Labor to Platform Labor and Changes in Working Conditions: A Case Study of Domestic Workers in South Korea

Recently, academic interest in platform labor has been increasing. Previous research has mainly focused on the precarity of platform labor, highlighting that it is more unstable in terms of income and employment and more exposed to accident risks compared to standard wage labor. This study analyzes the impact of the transition to platform labor on the working conditions of domestic service workers, who have traditionally been involved in informal peripheral labor by women. Through this analysis, the study aims to expand the understanding of platform labor by distinguishing between the positive and negative factors that the transition to platform labor has on informal peripheral labor. For the analysis, in-depth interviews were conducted with domestic service workers in South Korea, HR personnel of domestic service labor platforms, and activists related to domestic service labor unions. The results of this study are summarized as follows. Firstly, the transition to platform labor has standardized and formalized the labor process of domestic services, thereby improving the irrationality of past interpersonal informal control. Secondly, on the other hand, the transition to platform labor has caused problems such as high dependence on customer evaluations, increased labor intensity, information asymmetry, and the deepening of technical control by algorithms. In conclusion, this study found that the institutionalization of peripheral informal labor has been formalized through the transition to platform labor, and identified the advantages and disadvantages that arose in this process. Based on these results, the study proposes the necessity and content of policy responses.

MATSUNAGA Shintaro (Nagano University), KONNO Haruki (Komazawa University)

Social Class Structure and Workers Solidarity in Platform Labor Market Based on a Case Study of a Major E-Commerce Enterprise

The rise of platform work has garnered international attention, and numerous research studies conducted in Japan have shown how it leads to precarious working conditions and a lack of transparency in labor management practices. However, neither the profiles of workers including their previous working experiences and social class of origin nor interaction between the labor market and industrial relations formed by those workers have not yet been fully analyzed.

This paper aims to show the working people and the formation of industrial relations by analyzing package delivery jobs, which have become one of the prototypical platform works in Japan. To do so, qualitative research on approximately ten workers and union representatives to which the workers belong was conducted. The result showed that the workers' profiles were similar to that of workers employed on temporary contracts and in the urban informal sector. It also showed the formation of solidarity among platform workers in their respective workplaces. These were not observed in analyses on platform work conducted abroad and show peculiarity in platform work in Japan.

15:00-17:00

General Session J: Social Welfare 2**Chair: ODAMAKI Tomoko (Ritsumeikan University)****ENDO Kiwako (Kinjo Gakuin University)*****Comparative Study on Support for Social Withdrawal in Japan and the UK: Insights from the Perspective of Social Workers***

This study aims to elucidate the perspectives of social workers on supporting individuals struggling to participate in society, referred to as “hikikomori” in Japan. The research employs the vignette method, focusing on a comparative analysis between Japan and England. A fictional case of a typical Japanese hikikomori (a three-stage episode depiction of prolonged unemployment after graduating from university, approaching the situation referred to as the 8050 problem) was created, and online-base interviews were conducted with social workers in Japan and the UK. The findings align with Tamaki Saito’s (2020) theory, which posits that cultural differences significantly influence the manifestation of social withdrawal. In family-oriented cultures like Japan, individuals struggling with societal participation tend to become long-term dependent hikikomori. In contrast, in individualistic countries like the UK, where parental support for adult children is less common, these individuals are more likely to become homeless. Additionally, an emerging trend in the UK shows a rise in family dependency, increasingly substituting for social services. This shift has been intensified by prolonged austerity, Brexit, and the COVID-19 pandemic, all of which have collectively diminished social services. As a result, similar patterns of family dependency and social withdrawal are now starting to appear in the UK.

ISHIDO Shunki (Osaka City University, Ph.D Student)***Civil society strategies implemented in the UK in the early 2000s***

This presentation analyses the Civil Renewal strategy launched by the UK Labour government in the early 2000s. Civil Renewal, presented by Home Secretary Blunkett in 2003, is a strategy that outlines a social vision and policy plan to support citizens in actively participating in their communities and engaging in solving social problems. It became the basic strategy for the Labour Party’s civil society policy. In addition, it influenced the subsequent Conservative Cameron government’s ‘Big Society’ initiative. In accordance with this strategy, the creation of opportunities for citizen participation was encouraged in various areas such as public services and local communities. Likewise, the development of skills required for participation and a review of the role of public institutions were promoted.

This presentation will provide an overview of the background and characteristics of Civil Renewal and its subsequent development. Further, it will use this case study to provide discussion points to consider in developing civil society policy in Japan.

SON Uisub (Hitotsubashi University Graduate School of Social Sciences)***Christian “Social Contribution” from the Frontlines of Homeless Assistance in Japanese Society***

The problem of homelessness in contemporary Japan tends to be that policy interventions such as Public Assistance System and Act on Special Measures concerning Assistance in Self-Support of Homeless have not been able to address the problem of social exclusion and isolation.

In recent years, attention has begun to focus mainly from the sociology of religion on the support of homeless people by religious organizations as support outside of the system, and the concept of “Social contribution by religion” has been examined. The purpose of this report is to respond to the question of why Christianity is trying to “Social Contribution” from the field of homeless assistance in Japanese society in two aspects. One is to theoretically examine the normative nature of Christian “love of neighbor”. The other is to focus on the phenomenon of homelessness support by Korean Christian churches, which has come to Japan since the 1990s, coupled with the social problem of homelessness, and to examine how it differs from the nature of previous Christian homelessness support. Based on the above, we will discuss how religious practice can be integrated into the context of social policy.

15:00-17:00

General Session K: Life

Chair: YASUDA Maki (Hokusho University)

ABE Aya (Tokyo Metropolitan University), HORIKAWA Chika (University of Niigata Prefecture), KYAN Yurika (Okinawa University)

The Empirical Analysis of Inequality in the Nutrition Intake in Japan

There is relatively little discussion of nutrition inequalities and food insecurity in poverty research in Japan. The reasons for this are that, while disparities in food costs are easy to measure from consumption data, measuring the amount of nutrition people actually consume is highly specialised and difficult, and the existing nutrition surveys do not include variables such as socio-economic status, occupation, family structure and so on. However, it is likely that food inequality is closely related to various social disadvantages associated with poverty, such as shortages of money and time, working status and regional characteristics, and thus, lack of evidence on the food inequality is a critical deficiency in social policy planning.

In this presentation, the National Health and Nutrition Survey of the Ministry of Health, Labour and Welfare is matched with the National Survey of Living Standards to calculate the proportion of people lacking various nutrients by gender, age group, working status, family structure, regional characteristics and other attributes, to identify which groups of people are vulnerable in terms of nutrition deficiency and to consider food support as an integral part of social policy.

NISHIMURA Yukimitsu (National Institute of Population and Social Security Research), KEZUKA Kazuhiro (National Institute of Population and Social Security Research)

Restoring and digitizing household and household budget questionnaires and identifying analytical issues for reanalysis

Since 2007, we have been intermittently digitizing the Child Rearing Survey conducted by the former Social Security Research Institute in Kawasaki City in 1965, Kitaazuru Town in 1966, and Kakegawa City in 1968, the Elderly Household Living Survey conducted in Kakegawa City in 1970, the Comprehensive Survey on the Lives of Middle-aged and Elderly People in 1973, and the Comprehensive Survey on the Lives of the Elderly from 1984 to 1985.

Prior to reanalyzing the surveys, this presentation will summarize the position of these surveys in the history of household surveys, the digitization process, the impact of differences between paper and manual calculations and the digitized samples, and the limitations of the analysis method and data. Furthermore, while analysis has become easier in recent years due to the expansion of secondary use analysis, this presentation will clarify the intersection with modern analytical issues while avoiding deviation from the survey objectives and the objectives and context of the primary analysis.

IZUMIDA Nobuyuki (National Institute of Population and Social Security Study)

An analysis on household budget management through household budget bookkeeping

Household budget bookkeeping is a traditional method of household budget management. It has been pointed out that the “socialization” and “marketization” of household budget management, such as the spread of automatic transfer of utility bills and credit card payments, has led to a narrowing of discretion in household budget management, and it is possible that the role of household bookkeeping has also been limited. On the other hand, some studies suggest that household bookkeeping has the potential to improve attitudes toward people’s money management. Although poverty and deprivation have been widely recognized as a social issue, there have been limited attempts to conduct empirical studies on household budget management and household bookkeeping as a related factor of them. In this research, we analyze the characteristics and consequences of household bookkeeping using individual data from the “The National Survey on Social Security and People’s Life”. Household bookkeeping activity is associated with individual characteristics such as marital status and education, and it is also shown to be associated with experiences of deprivation. Possibilities and limitations of managing household finances through bookkeeping are discussed.

15:00-17:00

General Session L: History

Chair: SUZUKI Makoto (Nagano University)

MAEDA Kazuho (University of the Sacred Heart, Tokyo)

Industrialization and Standardization of the Street Picture-Story Show in 1930s Japan — From the Perspective of Studies about Urban Public Spaces

This study examines the spread of street picture-story shows in Japan in the 1930s, focusing on the fact that they were performed in urban spaces without permission. The picture-story shows of prewar period has been well studied in terms of their stories, distribution systems, and war cooperation. On the other hand, research from the perspective of the lives and livelihoods of those involved in picture-story shows, including many who lost their jobs during the Depression of 1930s.

Adding the perspective of urban space, this study reveals that the attitude of the government and the police toward picture-story shows, which were becoming an industry, involved a conflict within the dichotomy between “relief for the unemployed” and “sound education for children”.

NAKAZAWA Takashi (Meiji University)

Homework via welfare institutes in 1960s, Kanagawa prefecture: Revisiting a research conducted by students of Japan Women's University

Homework was an important form of employment for women during the high-growth period, yet research on this topic remains insufficient. Although production centers (jyusan shisetsu) and cooperative workshops (kyodo sagyo shisetsu) differ in their policy lineage, they functioned similarly as substantial intermediaries for homework at that time. The first part of this report elucidates the social policies regarding production centers and cooperative workshops. Furthermore, a meta-analysis of surveys conducted in Kanagawa Prefecture around 1965 reveals the hierarchical positioning of users of these facilities among homeworkers in general.

The latter part of this report analyzes individuals engaged in homework mediated by production centers in Kawasaki City, referencing a survey conducted by students of Japan Women's University in 1965. Under the guidance of Professor Eguchi and others, the survey covered low-income areas of Kawasaki City as well as areas with social housing complexes. The report includes reflective essays from six students, shedding light on their perspectives towards the homeworkers they encountered.

**TAGUCHI Kazuo (Takachiho University), OSHIMA Hisayuki (Takachiho University),
NAGATO Tetsuya (Takachiho University)**

Formation Process and Actual Operation of Human Resources Management in the period between the World Wars

In this report, we will examine the characteristics of the formation and operation for human resources management during the period between the World Wars, based on the employee personnel evaluation information of the food company M. Japanese companies before World War II, including the period between the World Wars, were working on modernization of business management, and in conjunction with it, the modernization of the personnel evaluation system and the human resources management were promoted. However, many preceding studies are mainly external analysis such as transformation of the entire employment system and analysis of treatments such as wage structures. For this reason, the operation of the personnel evaluation system has not been fully revealed due to the restrictions on materials. Based on the awareness of the abovementioned problem, we discuss this point by using personnel microdata, which is databased employee personnel evaluation information.

17:05-17:50

General Meeting

17:05-17:50

Social Gathering

DAY 2 (20 October 2024)**9:30-11:30 Book Review Sessions****9:30-11:30****Book Review Session: Welfare****Chair: ENDO Kiwako (Kinjo University)**

- MATSUE Akiko (International University of Health and Welfare), *Korean public assistance: The conditional benefit and Employment support of National Basic Living Security Act*
Reviewer: KONG Youngjong (Bukkyo University)
- TANAKA Takuji (Hitotsubashi University), *A Theory of the Welfare State: the future of the state in the age of globalization*
Reviewer: TAKEGAWA Shogo (Emeritus Professor, University of Tokyo)
- YANG Huimin (Prefectural University of Hiroshima), *China's Long-Term Care Insurance Initiative: A Policy Analysis Toward Building a Sustainable System*
Reviewer: KAMIMURA Yasuhiro (Nagoya University)

9:30-11:30**Book Review Session: Life****Chair: HISAMOTO Takashi (University of Teacher Education Fukuoka)**

- YAMAMOTO Sakiko (Niigata University), *Assessing the Quality of Life of Non-regular Female Workers: An Empirical Study Using the Capability Approach*
Reviewer: SUZUKI Noriko (Japan Women's University)
- TAMBA Fuminori (Ritsumeikan University), *Research on multilayered recovery from nuclear disaster: Toward Rebuilding the Lives of Disaster Victims*
Reviewer: INOKUCHI Katsuro (Kobe University)
- OSAWA Yuma (North Kanto Medical Consultation Association), *Public Assistance and Foreigners: The History and Limitations of "The Measures Applying Mutatis Mutandis to Public Assistance Act" and "Principle of Nationality"*
Reviewer: KATO Hodaka (Fukushima University)

9:30-11:30**Book Review Session: labor****Chair: KIMURA Makio (Nagoya University of Economics)**

- KUMAZAWA Makoto (Emeritus Professor, Konan University), *Portraits of the British Miners in Great Straike 1984-1985*
Reviewer: PARK Joonhee (Rikkyo University)
- SUZUKI Makoto (Nagano University), *Job-specific Competency-based System: A Case Study of HRM Reform at Mitsubishi Electric*
Reviewer: ICHIHARA Hiroshi (Dokkyo University)
- KOMATSU Fumiaki (Junior Collage of KINDAI University), *The nature of work in the Japanese Production System*
Reviewer: CHIKAMA Yoshiyuki (Kagoshima Prefectural College)

GENERAL SESSIONS

15:00-17:00

General Session [M]: Labor 2

Chair: TAKANO Tsuyoshi (Ritsumeikan University)

NAKAYAMA Kazuko (Toyo University, Doctor)

The Role of Type B for Continuous Employment in Mental Health Welfare

Shelter work places had played the ambivalent roles of “places to stay” and “job training” shifted to Type B for continuous employment.

Although the functions of these facilities have been differentiated, Type B facilities continue to be said to be “places to stay” and “places for work/job training”.

This study aims to clarify the process and transition of selecting Type B facilities as transitional facilities from the shelter work place, based on practice reports and editorials, and to examine the role of Type B facilities in mental health welfare, also attempts to examine the role played by Type B for continuous employment in mental health welfare.

FUKUSHIMA Yoshihiko (Waseda University)

Lessons from Swedish Employment Programmes for Persons with Disabilities

The purpose of the paper is to investigate how Swedish employment policies can enhance the employment of persons with disabilities.

In Japan, the employment of persons with disabilities has been promoted through the employment quota system, which obliges companies and organizations to employ a certain number of persons with disabilities. However, since the employment of persons with disabilities was mandated by law in 1976, there have been many companies and organizations that have not met the legally required level of employment of persons with disabilities.

In Sweden, there is no employment quota system for persons with disabilities. Despite the absence of such a system, the employment rate of persons with disabilities in Sweden is higher than that in OECD countries where employment quota systems for the disabled are implemented.

The paper aims to identify necessary employment support measures for persons with

disabilities in Japan by analyzing Swedish employment policies for persons with disabilities.

NOHATA Takeshi (Shibaura Institute of Technology, graduate student),

FUJITA Kaede (Shibaura Institute of Technology, graduate student),

ICHIKAWA Manabu (Shibaura Institute of Technology, graduate student)

Research Trends on Employment Systems and the Potential of Social Science

In recent years, Japan has seen a decline in labor productivity, and the gap between Japan and developed countries is widening. Factors cited include long working hours, low motivation among workers, and time-based salary systems. Underlying these factors are a lack of awareness of environmental improvement due to a bias toward successful experiences, an on-the-job training (OJT) environment in which workers remain with one company for a long period of time, and a system designed to maintain regular employment for a long period of time. These are characteristics of Japanese-style employment and membership-based employment, but in recent years, more and more companies are adopting job-based employment. In order to consider the future of the Japanese employment system amidst the changing corporate employment system, we conducted a systematic review and comprehensively collected the results of research on the employment system targeting Japanese companies. In addition, there is a need for research using social science methods in this field, incorporating data science and simulation methods that are being promoted in other fields. This research utilizes these methods and provides a research direction for proposing an employment system that contributes to improving productivity in Japan.

15:00-17:00

General Session [N]: Social Security 3

Chair: MORI Chikako (Seijo University)

KATO Risa (Ryutsu Keizai University)

The Impact of Energy Poverty and Every Saving Behavior on People's Well-being

The term energy poverty is a term used to describe a situation in which households are unable to keep their houses adequately warm up their home or receive the necessary energy services at an affordable cost. Energy poverty could give negatively impacts on people's individuals' physical and mental health, as well as on their social lives. Therefore, access to sufficient energy is directly related to people's well-being. However, energy poverty has not been problematized in Japanese political arena while in Japan have not problematized energy poverty despite rising energy costs rising. Instead, they persistently encourage energy conservation as the only way to overcome method for overcoming this difficult situation. Furthermore, it has been scholars have pointed out highlighted that Japanese houses have exhibit lower insulation performance than compared with those houses in other developed countries. As a result Thus, households are sufferingsuffer from high energy costs, and are forced and some of to them restrict their use of heating and cooling to save money, which leads resulting in to live in uncomfortable indoor living conditions. Based on a questionnaire survey, this This research study aims to clarifyelucidate the current economic status of energy poverty

in Japan using a questionnaire survey. The study also explores in economic terms, as well as the status of energy use, home insulation performance, and energy-saving behavior, and the their impact of these factors on people's well-being.

NEGISHI Takehiro (Kokugakuin University)

Health Care Safety Net in the United States

In the United States, uninsured people without health insurance coverage are one of major social problems. To address this problem, in addition to public assistance, there is another health care safety net. Core safety net providers typically include hospitals (especially public and nonprofit hospitals), federally qualified health centers (community health centers that receive federal subsidies), local health departments, and free clinics. These providers help uninsured patients by providing health care services for free or at drastic discount.

The purposes of this paper are: (1) to explain the whole picture of another health care safety net, (2) to find out that another safety net is a critical component of the U.S. health care system which does not have universal health care coverage, (3) to indicate that core providers cooperate and collaborate with each other to provide health care services to uninsured patients.

FUKAWA Hisashi (Hosei University)

A Study on Germany's Basic Child Allowance Initiative

To bring about an effective reduction in child poverty and to ensure equitable support for families, Germany has been working to establish a basic child allowance (Kindergrundsicherung). The allowance would establish a system consisting of a fixed-sum benefit and a supplementary benefit, bundling together the current child-related benefits: the child benefit, the child supplement, education and participation benefits, maintenance advance payments, and the basic income support for jobseekers. As a result, children will no longer be eligible for the citizen's benefit and the basic income support for jobseekers. While deliberations on the government bill submitted last year have stalled and there is concern that the bill may not be adopted, there is still great significance in examining its content.

The focus of this report is on the child supplement (Kinderzuschlag), the cornerstone of the basic child allowance system and the discussions thus far are examined. By providing benefits to cover the minimum living expenses for children in the case of households that have a certain degree of income but require protection due to the presence of children, the child supplement has made it possible to avoid receipt of the basic income support for jobseekers.

11:30-12:30 Lunch Time

12:30-16:30 CONFERENCE PLENARY SESSION

**Introduction to the Special Lssue
: What is Unfolding in Japanese Society through the
“Labor Shortage” Discourse?**

A pertinent enquiry revolves around what the “labor shortage” discourse asserts and what is unfolding in Japanese society as a result. Foreign workers, older adults, and women have emerged as key groups that are being encouraged to more actively participate in the Japanese labor force under the narrative of a “labor shortage.” One presentation examined the data reflecting the broader context of this issue while the other three focused on each of these groups, collectively underscoring the importance of examining the finer details of organizations and social phenomena through a realistic lens. The four presentation did not necessarily align on a single, unified perspective. The chairperson observed that the current “labor shortage” has once again exposed the dysfunction within Japan’s systems in terms of skill training and human resource development. Furthermore, they noted that acute “labor shortages” are particularly prevalent in sectors related to caregiving and the nurturing of future generations, such as healthcare, welfare, childcare, and education, as well as in essential fields related to infrastructure maintenance and operations, including construction and transportation.

Chair: KUMAZAWA Toru (Fukushima University)

Speakers:

ISIMIZU Yoshino (Kyoto Tachibana University)

The Reality of the Labor Shortage in Japan Seen through a Statistical Examination of the Data

As a result of the promotion of structural reforms, wages and prices continued to decline in a chain reaction from the late 1990s onwards. Under Abenomics, which was adopted at the end of 2012, the goal was to “escape from deflation,” and the Abe administration became directly involved in raising wages, leading to what was called “Government-led Shuntou.” In order to create social momentum for wage increases, it is necessary to emphasize the labor shortage, and the active job openings-to-applicants ratio has become a commonly used term when explaining the results of Abenomics. However, these efforts encouraged the government to provide economic explanations that were detached from the economic reality, and also contributed to the apparent increase in the active job openings-to-applicants ratio. A comprehensive analysis of the economic indicators makes it difficult to believe that the current labor shortage is an absolute shortage caused by constraints on the labor supply, and there is a need for policy consideration regarding the allocation of labor between industries.

UEKI Hiroshi (Tottori College)

Labor Shortages and the Shift in Foreign Worker Policies in Japan: Focusing on the Specified Skilled Worker System and the Development and Employment System

Since the mid-2010s, the Japanese government has sought to address labor shortages by promoting the employment of foreign workers in Japan. Through various systemic reforms,

Japan has actively facilitated their acceptance, leading to the introduction of the Specified Skilled Workers System and Foster Employment System. Currently in its fourth year, the Specified Skilled Worker System has led to an increase in the number of available positions, reorganization of job categories, and introduction of greater flexibility in the employment arrangement. It does not impose any limits on the number of employees that a single firm can hire, thereby enabling large-scale recruitment, particularly in the service industry.

The Development and Employment System, introduced as a successor to the Technical Inter Training Program, is closely linked to the Specified Skilled Worker System. These systems are expected to function as an integrated framework, extending the employment period for foreign workers from short-and mid-term to long-term, with a minimum duration of eight years.

NAGANO Hitoshi (Meiji University, Professor Emeritus)

Current status and challenges of elderly employment in Japan under a tight labor market

Recently, the employment rate among older adults in Japan has increased. This phenomenon can be attributed to the development of pension policies and policies to promote elderly employment, which have been implemented to respond to the aging population in a tight labor market. This study aimed to explore these policy developments and to examine the extant literature discussing their impacts. It focused on the following two aspects: “human resource mobility around retirement age” and “continued employment after retirement age.” Scholars have argued that the employment of other age groups has been negatively affected as a result of the progression of elderly employment. This study reviewed the results of research on how elderly employment affects employment in other age groups. Based on the findings, this study clarified the requirements for elderly employment in the future. Effective strategies to address the current policy challenges of securing employment up to the age of 70 years as well as the areas of improvement and key points are discussed.

OTSUKI Nami (University of the Sacred Heart, Tokyo)

Recruitment of Human Resources and How Japanese Companies Handle Transfers Involving Relocation

This study conducted an interview survey of a Japanese companies that have implemented new measures for transfers involved relocation and a web-based monitoring survey of employees in career-track positions who are subject to transfers involving relocation. Findings revealed the following points.

First, the surveyed companies took measures to reduce or eliminate transfers, based on their awareness of the issues related to securing human resources and the advancement of women in the workforce. The firms adopted the following measures: (1) hiring by area, and in principle only transferring employees within that area; (2) offering remote work options to allow employees to work remotely without having to transfer to another locations; and (3) encouraging employees who can and wish to transfer to ferent locations to do so. The policy of reviewing transfers was modified such that employees could indicate whether they wanted to be transferred. This approach promote the integration of employment management categories, internal recruitment, mid-career hiring, and hiring as per the employee’s location.

Meanwhile, both male and female, employees eligible for domestic transfers in career track positions, were more likely to have been transferred twice or more than never. In addition those

who believed that they received fair treatment were more likely to have a positive perception about hiring according to the hiring categories and courses, differentiating wages, and limiting promotions based on whether they had been transferred.

General Discussion