

1 . **Employment promotion and income security in Europe**

Employment promotion programs are one of the major characteristics of social policy in the 21st Europe. Though they have been criticized as “workfare”, they are moving toward activation or social inclusion policy. And actual criticism is different from country to country. Then, the situation about employment promotion seems vague and ambiguous. Seeing closer, however, we will find a specific direction of social policy. It is self-determination. While all the European countries are not same in social policy, the three countries here, Sweden, France and Germany, can be analyzed in terms of self-determination. Sweden and France provide unemployed people with income maintenance programs, and also with employment promotion schemes based on social inclusion. While Germany has similar programs of income security and employment promotion, It lacks in element of social inclusion. Three presenters here have not necessarily same view on the European social policy. But, we share a framework of analysis that employment promotion and income security programs are being integrated.

Coordinator : Kazuo TAKADA (Hitotsubashi University)

1 . Changes in the Swedish social security system as the reaction to persistent unemployment

Mayumi YAMAMOTO (Hokusho University)

In the 1990s, with the aim of encouraging jobseekers to work, services and cash benefits for jobseekers in Sweden were restructured. As a part of these changes, recipients were required to be actively searching for jobs in order to receive public assistance and unemployment benefits; the benefits of those who were not actively searching could be stopped. However, in addition to unemployment benefits, jobseekers might also receive other social insurance benefits; thus, the function of benefit sanctions must be understood in the context of a complete picture of the income security system.

In Sweden, one’s social insurance benefits are not substantially affected by the length of time a person has no earned income. It may be said that the social insurance system has been sufficiently comprehensive to deal with continuing high unemployment rates and the persistence of long-term unemployment.

In this session, how the Swedish universal social security system has reacted to the changing labor market situation since the 1990s will be discussed.

2 . Recipients of social assistance and labor market in France

Yuka OZAWA (Kanazawa University)

The increase in long-term unemployment and instability of employment since the 1980s in France has brought changes to social protection and employment policy built after WW II . For income security especially during unemployment, social assistance has been developed. Meanwhile, employment support policies are also promoted towards the recipients of social assistance, so the approaching of social protection and employment policies (activation policies) made progress. These policies have, on one hand, positive aspect from the perspective of strengthening the income redistribution function for long-term unemployed and low-income earners. However, they are also criticized to contribute to the increase of recipients in unstable employment.

This research paper has focused on and analyzed the current situation of recipients of social assistance inside the labor market as well as what the relationship is between such recipients' situation and France' s labor market (political measures), and also investigated the influence to labor market brought by employment support policies combined with social assistance. Through the above analysis, I would like to address the challenges faced by activation policies.

3 . Current Situation and Problems of German social security system for the long-term unemployed and working-poor: Focusing on the Basic Security System for Job-Seekers

Chikako MORI (Takasaki City University of Economics)

The paper argues about how the German social security system for the long-time unemployed (and working poor) has been changed by the law “Basic Security System for Job-Seekers” enforced in January 2005, and how the law has influenced on German economy and society. The basic security system for job-seekers consists of the Unemployed Benefit II (UBII : benefit for the unemployed, set at the same amount as public assistance) and intensive employment promotion. This system has positive aspects; the number of the unemployed decreased considerably and they could reach the assistance immediately. It has also negative aspects. The amount of the UBII is small, and the number of “Aufstockers” (people receiving UBII while working) increases, and thirdly the system has created stigma in some regions. My argument focuses on two points; 1) the change of the income security caused by the basic security system for job-seekers, and 2) what kind of job should be provided by the employment service, welfare job, “intermediate job”, or general job. Also discussed is the probability of reform for the each points.

2 . Functions of Contact Points for Social Security Services and Cooperation with Various

Organisations

The Act for Supporting the Independence of Needy Persons and the Act for Supporting Children and Child Rearing went into effect in April 2015 based on the “Outline of the Comprehensive Reform of the Social Security and Tax Systems”. Since then, it has become more important than ever at organisations such as local governments to determine how organisational operations and staffing should be managed in terms of ensuring effective and efficient implementation of measures.

At this session, each panellist will report on knowledge obtained from basic materials and interviews concerning regional systems for providing social security services, in relation to the above matter. Through discussion, the aim is to place greater focus on the relation between the convenience of recipients of the services and the location and function of contact points. First there will be a general introduction, specifically a summary about the legal system including government rules on structure, staffing, etc. of local bodies (the first paper) and classification of cooperation among service providers (the second paper). This will be followed by particulars (the third to fifth papers) where consideration will be given to specific regional systems for providing services and the functions of such regional contact points by including the viewpoint of their consistency with theories as well.

The content of the papers made at the session forms part of the results of the “A study on the spatial arrangement and personnel cooperation of local organizations towards more accessible and efficient social services, a research project of the National Institute of Population and Social Security Research. Mr. Kuroda and Mr. Nishimura, who are not members of JASPS, will report this time since they are both deeply involved in this project as related persons.

Coordinator : Kota TOMA (National Institute of Population and Social Security Research)

Chair : Yumika SHIRASE (Hitotsubashi University)

1 . Current Status and Problems of Regulations concerning Organisational Systems of and Cooperation among Social Security Service Providers

Ashiya KURODA (National Institute of Population and Social Security Research)

In light of the fact that organisational operations and allocation of human resources at local governments are issues to be tackled, and they are not topics in the area of social security only, this paper considers the current situation and issues of regulations related to social security services. Especially, this paper focuses on issues related to organisational systems of and cooperation among providers of services such as welfare for the elderly, support for children and child rearing, and for needy persons, which are covered in detail in the third and subsequent papers. These topics are examined from the perspective of the responsibility that service recipients have to bear. These services are provided directly by local governments or indirectly through the Council of Social

Welfare or non-profit organisations which are outsourcees. In the former case, the focus is placed on changes in government rules on structure, staffing, etc. of local bodies while looking at how the allocation of staff engaged in social security operations is planned in terms of laws and regulations. In the latter case, the current situation and issues of the legal system based on the knowledge obtained from interviews will be reported, after considering the relationship with the outsourcees and who should bear responsibility for the recipients of the services.

2. Classification of Cooperation in Welfare Service

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

In terms of receiving specific support under a social security system, it is necessary to consider not only the details of support but also the convenience in receiving services like easy access to contact points including agencies such as local governments. Welfare service organisations in each region have considered establishing a Yorisoi (standing-by-you) type of support system since 2000 so that they can provide residents who have difficulties in their lives with attentive support based on the actual situation in the respective regions. This paper suggests that contact points play a central role in ensuring convenient services and Yorisoi-type support. This time, the focus was placed on the structure of cooperation between local governments and welfare service organisations, which revolves around the operations of contact points which are the first to handle those who have difficulties or insecurity in their lives. Based on interviews conducted with 19 local governments (prefectures, ordinance-designated cities, and cities and towns), the structure of cooperation was categorised, under a tentative assumption, into the following three types by focusing on the main service providers and who leads the provision of services: a type led by the local government, a type led by the Japan National Council of Social Welfare, and a combination of both. The procedures followed in such categorisation and details of an overview will be explained on the day of the meeting.

3. Diversity of Needs of Families Taking Care of Children and Actual Condition of Support under The Comprehensive Support System for Children and Child-rearing

Kota TOMA (National Institute of Population and Social Security Research)

The Comprehensive Support System for Children and Child-rearing came into force as a result of the limitations of support measures for child-rearing so far. Specifically, this new support system aims at not only quantitatively expanding childcare services but also enhancing the quality of education and childcare, improving regional support for childcare, and even expanding the Visiting

Project for Supporting Child Care and support for Aid-requiring Child.

However, merely enforcing the system is not enough in term of ensuring sufficient effects. It is important to determine how the system is operated in the field. Needs for child-rearing support differ depending on the type of family. In order to meet such various needs of families, it is necessary to precisely understand their actual situations and then establish and operate a system in which appropriate support can be provided.

Considering the above, based on the results of the interviews, this paper examines the current status of support for child-rearing after the enforcement of The Comprehensive Support System for Children and Child-rearing, especially the actual situations of the handling at contact points which work as a bridge so that families in need of support can obtain the help they need, and then it focuses on issues surrounding this matter. It will be revealed how problems presented by the theoretical considerations in the first and second papers are surfacing in the support under The Comprehensive Support System for Children and Child-rearing, and how those problems are handled.

4. Consideration concerning Setting-up of Contact Points for Comprehensive Consultation under Welfare Administration and Services — Based on an Actual Case of P City

Yusuke HATAMOTO (Yamanashi Prefectural University)

The functions of contact points for welfare administration and services are being enhanced. In this project, the focus was placed on the perspective, based on the local governance theory (multi-organisational cooperation approach), that the above trend has appeared because the administration has to play the role of connecting various institutions or groups.

In addition to the above, this paper presents the perspective that a shift of focus in welfare administration and services from benefit payment operations to consultation support operations (social work) is also enhancing the functions of contact points.

As an example of confirming the above two perspectives, there will be a report on the background to the establishment of the comprehensive consultation section in P city of Yamanashi Prefecture and the survey of the current situation. In addition, consideration is given to the relationship between P city and the council of social welfare or non-profit organisations within the city which have a strong connection with P city because they are entrusted with operations or because of other reasons. There will also be a report on what effects the consultation service function at the enhanced contact point is having on cooperation or collaboration inside and outside the local government. By looking at actual efforts being made by local government and others, theoretical considerations made in the first paper will become more realistic.

5. Consideration concerning Cooperation Inside and Outside Organisations Focusing on Contact Points for Welfare Administration and Services — Based on an Actual Case of Q City

Kenichi KUDO (Tohoku Fukushi University)

Contact points for welfare administration and services are receiving requests for a wide range of consultations. Amongst the problems people have with their lives, they can receive support for those within the scope of welfare services. However, for problems such as those which cannot be clarified because of their nature or which relate to both welfare and employment, it is difficult to provide support. Offering comprehensive support for welfare and employment has been a policy issue, and some regions have already worked on developing consultation support systems. This paper focuses on the concept of or the creation of a mechanism for, cooperation among departments or organizations in the process from the discovery of a problem to the provision of consultation support based on the qualitative survey or disclosed materials of Q city of Miyagi Prefecture. There will also be a discussion on the associated issues. By considering specific cases, the aim is to contribute to the discussion of “Basic Research on Spatial Arrangement and Personnel Cooperation” in social security services, by looking at it from a different angle than that of the first and second papers where theoretical considerations are made.

3. Precarious Work and Its Organization in Japan, Korea and Germany in the Progress of Globalization: Female Irregular Workers in Supermarkets and Care-giving, Part1

With the progress of globalization since the 1990s, the domestic economy in Japan, Korea and Germany has shifted to service industries, while the export-oriented manufacturing industry has remained the center of the economy's competitiveness and become more important. In this process, informal and irregular employments have increased and this tendency has been most noticeable among female workers in these countries. Therefore, through this international comparative study, we concern ourselves with the actual situation of employment, working conditions and work, and the mechanism of how these are decided at the workplaces in supermarkets and caregiving, in which many female irregular workers are working. Moreover, we will discuss the attempts to organize female irregular workers and the new role of their trade unions.

The reason we consider both supermarket workers and caregivers is that they seem to have different ways of integrating into the labor market, even if they are both categorized as female irregular workers. The former can easily form collective labor-management relations, and their trade unions can regulate their employment and working conditions. In contrast, the latter irregular workers in these three countries commonly have inferior, unstable employment and working conditions as marginal workers, but are also difficult to organize. Thus, we can clarify the structurally different forms of irregularization of labor by comparing and contrasting these two groups of irregular female workers.

Coordinator : Nobuko Yokota (Yamaguchi University)

Chair : Nobuko Yokota (Yamaguchi University)

Yoko Tanaka (University of Tsukuba)

1 . Work-style and Employment Structure in Supermarkets in Japan

Masako Mitsuyama (Doshisha University)

With the implementation of structural reforms to strive to overcome global competition, the social systems and laws which regulated working conditions (including hours, shift-work, safety, etc.) for workers have been diminished in Japan. For example, regulation of business hours for supermarkets in Japan, which could affect workers' work-style and work conditions, has been eliminated. As a result, most supermarkets in Japan have abolished regularly closed day, and the business hours have become much longer.

This study concerns how business hours of supermarkets, working hours of workers and the employee management system, which strongly affect workers' work-style and working conditions, are decided at the workplaces of supermarkets. Moreover, as many female workers and irregular workers work at supermarkets in Japan, we will clarify through fact-finding case studies for some supermarket companies, how their work styles and conditions affect the employment structure of the supermarket industry. Finally, we will highlight the characteristics of the regulation for working condition at the workplace in Japanese supermarkets.

2 . Feminization and Precariousness of Labor in Korean Supermarkets Industry

Sung Hee Kim (Seoul Labor Center)

Since 1998 that globalization fever swept the country and rapidly redefining Korean society structures, the Korean labor market has faced flexibility of the labor, deepening of employment precariousness, rapidly increase in outsourced/subcontracted employment. The trend is accompanied by expansion of the labor market entry of women and the peripherization of women labors. Korean supermarket industry, along with the personal services of the public sector, is a typical sector employment has continued to expand and feminization and precaritization of employment is the most significant. Korea's large supermarkets(Great Mart) industry has experienced the globalization process of advances of the the global supermarket chain companies headquartered in the United States, the United Kingdom and France and at the same time localization process of entries of leading conglomerates(Chaebols) as the dominant operator of supermarkets. Thus, the precaritization and the feminization of employment like upsurges of irregular women workers is co-product of foreign-based global companies and conglomerates. Women workers in the supermarket industry is positioned as a peripheral status and become a symbol of Korean employment precariousness.

3. Work Style and Employment Structure in German Supermarkets

Yoko Tanaka (University of Tsukuba)

This study clarifies how the working conditions of female precare workers, particularly their forms of employment and working hours, are arranged in supermarkets in Germany. By conducting interviews with members of trade unions, works councils, and corporate managers, the mechanism used to decide the allocation of the workforce will be analyzed.

In comparison with Japan and South Korea, the situation in Germany will be discussed in terms of the following questions. First, how well or not do German part-time workers, who bear advantages as regular employees and have shorter working hours, coordinate workplace requirements with their personal and familial situations? Second, what kind of functions do German “mini-jobbers” have, who work for limited hours with disadvantaged working conditions, which is similar to those of Japanese part-time workers.

Lastly, the ways in which German trade unions and works councils regulate working hours and employment forms will be compared with the situation in Japan and Korea.

4. The Unionization and the Actual Situation of Long Term Care Workers in Japan

Sachi Kotani (Nihon University)

At this section meeting, we will discuss the long term care workers as a job which is famously difficult to unionize and with many workers placed in very bad, unstable employment and working conditions on the fringes of the labor market. When you mention the long term care workers, added to the relationship between the owners and workers, there is also characteristic of the service industry--the relationship with the customers (the user), and on top of that, the constraints of the long term care insurance system. For example, because of the 2012 revision of long-term care tariff, over 45 minutes of home help service became the unit of time used for calculation. It is necessary to focus on the influence brought about by such policy guidance aimed at the fragmentation of visiting times. Furthermore, there are the characteristics of workers engaged in care work, or the characteristics of care work itself, for example it is vital to consider the specialization or reciprocity of care. In particular, in the case of home visits, because it is a personal visit, it is mostly a one on one relationship. This makes it dispersive, and opportunities to work in groups, except for in training, are very few.

This report, based on the actual working conditions of the long term care workers which has the kind of characteristics listed above, and taking up the example of unionization, makes clear a strategy aimed at improving the quality of employment.

5 . The Actual Situation of Labor and Organization of the Care-givers in Korea

Nobuko Yokota (Yamaguchi University)

With the progress of globalization since the 1990s, the domestic economy has rapidly shifted to service industries in Korea. As a result, the Korean service industries split into two types. Both chaebol-owned and foreign companies, which expelled the traditional, indigenous and small service industries, developed one type, and the other has been involved in the service economy but kept the labor processes and modes of work of the service workers as they traditionally used to be.

While a typical example of the former is the distribution industry, that of the latter is the care giving sector. Care-giving has become part of the mainstream of service industries in an aging society since the nursing-care insurance system started in 2008. However, traditional, inferior employment and labor process, and unfair social evaluation of care-givers, who are mostly middle-aged and older women with a low educational background, have remained the same though they came to be employed as workers by care-giving business offices. And so, we will clarify how care-givers have been organized and how their movement has changed laws and systems in order to improve their working conditions and acquire fair recognition of being workers, as well as the actual situation of these workers.

6 . The Actual Situation of Labor and Organization of the Care-Givers in Germany

Uta Meier-Gräwe (University of Giessen)

The German care system is a rather conservative sector relying on the family as “care giver number 1.” It is based on assumptions that have become obsolete in the German society. Today, (mainly) female relatives can no longer reliably care for their relatives, for various reasons: women engage in gainful employment, demographic aging, and also as a consequence of the changes in family life.

This presentation demonstrates how extreme underfunding of the public care sector in Germany lead to highly unattractive working and wage conditions for the mainly female care givers in in-patient, as well as out-patient, care positions. This development is identified as a major cause for the care sector’s enormous labor shortage that can be found today.

On the other hand, as part of the nursing insurance, private households are given the possibility to receive care allowance in order to acquire and self-organize their own nursing services. This leads to a Europe-wide “black-gray” market of nursing personnel tolerated by politics. Approximately 200,000 female East Europeans work as 24/7-“indoor”-nurses in German private households under exploitative conditions. Irregularly employed female migrants are especially found in these positons.

But also great numbers of East Europeans workers who are legally able to work, due to Freedom of Movement of Workers agreement within Europe, are not employed under fair conditions. This presentation will also point out alternatives that are being practiced in Scandinavian countries.

4 . Poverty revisited at the time of flexible labor market

- (1) Poverty remains to be important issue for social policy because general affluence of economy cannot solve it. Recently increase in unemployment due to flexibility of labor market is the crucial point of the matter. Korea and Japan haven't so serious problem as West-European countries because the two has had less unemployment. However, the two have now more single-person households, feminization of labor, and atypical employment. It is matter of time for them to have similar situation about unemployment and poverty to Europe.
- (2) Traditional employment policy is not effective to chronic unemployment. France and Sweden try to include the hard-core unemployed socially with vocational training and income maintenance programs. The traditional theory of poverty is also challenged by new trend of social inclusion. Theoretical renovation is needed.
- (3) Issues on poverty are diverse and complicated. It is difficult to get easy solution for it. In this session we are discussing on various points on poverty based on our present situations to seek common framework for the future study.

Coordinator : Kazuo TAKADA (Hitotsubashi University)

Chair: Naoko SOMA (Yokohama National University)

Discussant: Yusuke KAKITA (Oita University)

Kazuo TAKADA (Hitotsubashi University)

1 . Reexamination in the theory of poverty

Nobuo SHIGA (Osaka City University)

"Relative deprivation theory" of Peter Townsend is still the newest theory of poverty. However, "new poverty" as a social issue after the 1980s has some elements which cannot be explained by the theory. In this presentation I'll examine Townsend's and allied theories to show that the social exclusion theory clarifies "new poverty".

My theory adopts citizenship approach as the theoretical framework, because the citizenship approach is characteristic in the EU social policy against social exclusion. In so doing, following three changes in the theoretical transition "from relative deprivation theory to social exclusion theory" are explained.

1. In terms of “social participation” concept in the theory of poverty: Change from role accomplishment model to self-determination model
2. In terms of behavior model of man as a premise for the theory of poverty: Change from the succeeded ability model to the diverse ability model
3. In terms of definition to understand poverty: Change from the material deprivation to the substantial freedom(or right) deprivation

2. “Second Safety Net” and Social Security Reform

Takao SASAKI (Tokyo University of Social Welfare)

In Japan the programs called “the second safety net” were established when unemployment increased after the financial crisis in 2008. The Job Seeker Support System and the Self-Reliance Support for the Destitute are the typical programs for that. General discussion on social security system also has been done. Comprehensive reform of social security plus tax was planned, and as one step of the reform the consumption tax was raised in April last year. New childcare allowance was introduced last April. Also reformed is the long-term care insurance and medical care programs.

Financial sustainability is regarded as the first agenda in the Japanese social security. On the other hand poverty is another important issue to tackle. The presentation will make clear how the problems of poverty has been dealt with in the succession of the social security reform, what future prospects is for “the second safety net”, and what the unattained tasks are.

3. Theories of Poverty Reconsidered: Implications for Social Sciences and Social Policy

Yun Tae Kim (Department of Sociology, Korea University)

The conceptions, definitions and measurement of poverty are long-standing theoretical problems in social sciences. This article analyzes the theoretical debates of absolute poverty, relative poverty, capability deprivation, social exclusion, and discusses about the historical development, policy implication and relevance of the concepts. Numerous factors contribute to the concepts of poverty, including economic, social and cultural forces. This author explored the evolution of the concept of poverty to identify implication for consideration in the social scientific research and social policy. It argued that poverty is multidimensional and should be understood as a complex social phenomenon. The multidimensional context of poverty is not based on conflicts of concepts but interdependence of them. The appropriate measures to fight against poverty contributed both to preventive welfare and ex post facto policies for helping the poor. The concept of relative poverty can be applied to measure

and evaluate poverty situation in society, but absolute poverty can be a tool for social assistance or public assistance. Social exclusion should be introduced to measure the social risk of capability and right. The mature welfare states have performed better social wellbeing through effective social policies based on the concepts of multidimensional poverty. The anti-poverty policies should be coordinated with multidimensional policy programs that work.

4. The role of health, disability, ability to work, and the health security in the process of impoverishment: A case study of a precarious housing community in Seoul

Haejoo Chung (School of Health Policy and Management, Korea University)

Background: Solitary death in a single-room-occupancy housing area, Dongja-dong, continues to represent severe social problems in South Korea. While the inverse gradient between individual and household socioeconomic status and health outcomes is well established, limited research have examined underpinning mechanisms pertaining to entrenched health inequalities among residents in impoverished areas. This study was to understand residents' experiences as follows: (1) which pathway people experience before becoming residents in a precarious housing area; (2) what priority health issues residents have or struggled with; and (3) what strategies of intervening actions and policies are receptive and sustainable.

Methods: The present study explored the experiences of 24 residents recruited from naturalistic community settings from May to July, 2013. Rooted in a community-based participatory research approach, we conducted 24 semi-structured, one-on-one interviews. Data were coded using open and axial coding through an iterative comparative process.

Results: Five major themes emerged from the data: (1) Community residents experience past traumatic experiences including extreme material deprivation, illnesses or disability, and consecutive loss of labor opportunities before becoming residents in an inner city; (2) Community residents face multiple barriers to a healthy environment; (3) Perceived social exclusion, self-deprivation, and hopelessness permeate the community; (4) Excessive alcohol use, chronic disease, mental health, oral health, malnutrition are priority health issues; (5) Residents suggested ways to improve the current community health environment and residents' wellness at the community and policy levels.

Conclusion: The current study revealed a vicious cycle – extreme poverty, loss of being healthy relate to morbidity or disability, and loss of labor opportunities – that people experienced before becoming a residents in a precarious housing area. Increased understanding of interrelationship between marginalization and health inequalities among disadvantaged populations in an inner city can inform the development and implementation of complex intervening strategies tailored appropriately for vulnerable residents in an urban slum at the community and policy levels.

5. Intersubjective structure of vocational capabilities, Part 1: training, qualification and remuneration

It is quite difficult to describe and evaluate a vocational capability. It is not impossible to measure a narrowly defined ability such as how many chinks a worker can put into a paper box within a minute, however, such ability is only a small part of the capability necessary in an actual vocational life. Thus a clear and evident measurement of a vocational capability would be substantially impossible, or could not pay, and such capabilities tend to be described in much plainer manners. For example, vocational education and training, amount of remuneration and its calculation, and status or qualifications of the worker should be proxy indicators of vocational capabilities. It is very interesting that one can observe some difference in capabilities among workers on equal footing in such proxy indicators, and that all concerned persons would recognize the difference. In such situation it is neither by a single objective manner, nor by disorganized subjective standards, but by an intersubjective standard of evaluation that a difference in capability could be recognized, and a shopfloor could be work on such intersubjective standard. This first session will overview this intersubjective structure of vocational capabilities, and submit some point arguable in the next session on entry, selection and treatment in employment.

Coordinator : Tomoji ONOZUKA (University of Tokyo)

Chair: Kazue ENOKI (Hosei University)

Discussant :Katsuhiko SHIMIZU (Chuo University)

1 . The Formation of Grade-Based Wage System in the Post-War Era: A Case Study of Yawata Steel Works

WOO Jongwon (Saitama University)

This paper examines the formation process of grade-based wage system in the post-war era, focusing on the case of Yawata Steel Works.

In the late 1960s, the merit-based personnel system and the merit-based wage system, which are admitted to contribute not only each firm's profit but also Japan economy's growth, were established at the large Japanese firms. The previous researches have explained this process of establishment especially by the concept of "from the job-based to the human-based" transition. This point of view compares the Japanese-style HRM to the American-style HRM, and highlights the management's rediscovering process of the Japanese value. In contrast, this paper underlines the rediscovering

process of the union and management on the worker's inclination for enhancement. The Yawata Steel Works case shows that the merit system was driven by the labor union and accepted by the management. The labor union sought to abolish the status gap between the white collar workers and blue collar workers, and intended to implement the equal pay raise system based on the worker's grade of ability.

2. Education, qualification, and professional abilities in France - from the Inter-War Period to the High-Growth Era -

Noriko MATSUDA (Shizuoka University)

Linkage between industry and education in France had become an issue since the mid-19th century, with the concern focused on the decline in the quality of labor, while the role of the State was limited, also reflecting the economic liberalism. In the 20th century, especially in the inter-war period, the State would strengthen its active involvement in the development of technical education for the purpose of the promotion of professional training. In order to support high growth in post-war France, the intensification of human resource development became a challenge, and France selected a policy to link educational background to a variety of vocational abilities. Thus, those abilities of young people in France are, within such a structure, considered to be constructed in a wide variety of courses in institutional education and evaluated by external systems rather than from within the company.

3. The formation of the competency-based HRM system at Mitsubishi Electric Corporation

Makoto SUZUKI (The Japan Institute for Labour Policy and Training)

Mitsubishi Electric Corporation reformed the HRM system in 1968. The introduction of the system has resulted in a certain measure of completion of the system to solve various problems in HRM, which are 1) university graduate treatment and selection, 2) treatment of employees who became blue-collar worker in spite of graduation from high school, 3) treatment of employees hired mid-career, 4) disparities in treatment by gender, 5) difference in treatment by academic-background. And the reformed system was characterized as "a job-specific competency-based system" strongly defined by the job. Then in 1978, the company reformed the HRM system again. The 1978 reform was an important reorganization, but the company didn't abandon the principle of "a job-specific competency-based system". It maintained "the job-specific competency-based system" with some modifications, while other companies did a shift of the system that was said to be "from job to competency" and abandoned the idea of the evaluation relative to the job that originally was included in the competency-based systems.

6 . Care Works of Supporting Families with Young Children and Women's Empowerment

Child care support recently became one of great movement in Japan. Japanese Government included new care and support system in 2015 advocated by carers and parents. We directed the survey that covered 8prefecture in Japan, so as to find facts and effects of activates in child care and family support.

Coordinator : Naoko SOMA (Yokohama National University)

Discussant 1: Hiroto MATSUKI (Osaka City University)

Discussant 2: Rie HASHIMOTO (Kansai Planning Art Institute)

Discussant 3: Kiyomi INOUE (Kawaguchi Junior College)

1 . "Family-Support Care Work" and Care Workers' Empowerment

Naoko SOMA (Yokohama National University)

Satoko HORI (Tokyo University and Graduate School of Social Welfare)

The government has implemented various family support policies in the context of a pro-natalist policy and has created a "new" type of care work for child and family support in local society since the 1990s. The aim of this paper is to analyze, by use of our original survey conducted with child and family support care workers, how this new type of care work has the effect of enhancing the social, economic, and political empowerment of women.

2 . The Fact-Finding Survey for Carers Supporting Families with Young Children

Satoko CHIKAMOTO (Consumer Co-operative Institute of Japan)

We find out some large effects of care-works on carers who are supporting families with young children in Japan . One of great effect is to be encouraged by care-works to get money and to entrepreneur NPO's or groups in the community. We suppose that they got the license in their youth (about 40%) and once retire from teaches, after or in their child rearing they started to become carers in their living area. Care-works empower them to be good carers, but salary is low. How we can change to protect carers including various work level? We are able to discus on these issues as focusing on the survey.

3. An Analysis of “Work” of Carers Supporting Families with Young Children

Mika OMAGARI (Ochanomizu University)

The purpose of this paper is to explore the working environment of child and family support care workers, using data from a survey on their working hours. Little is known empirically about the actual situation of care worker supporting children and families. Therefore we need to consider this situation in order to improve their care working environment. This paper focuses on the length of working hours and the difference between paid work and unpaid work, and clarifies the conditions surrounding actual situation of child and family support care work. Furthermore, this research investigates how child and family support care workers are empowered by being paid for their work.

The Self-Support programs for Needy People is a system which is intended to lead the needy people to stable employment or social participation. In particular, the employment preparation program and intermediate work program are important. In this program, there are the policy of expansion of short-term work opportunities in the private sector on the one hand. But, the support policy of long-term the work experience is more desirable in the case of people who suffer from various difficulties on the other hand.

However, on the assumption that the government does not provide financial assistance, the development of opportunities for intermediate work is a major issue. At the same time, it would be important to provide opportunities for work experience with high-quality and stability.

Focusing on social enterprise as subject to challenge in this challenge, we will analyze the evolution of the social enterprise, in particular the network and coordination from the point of view of the organizational theory.

7. Precarious Work and Its Organization in Japan, Korea and Germany in the Progress of Globalization: Female Irregular Workers in Supermarkets and Care-giving, Part 2

See 3.

8. Comparative Research of Japan and Korea in Support Independence of Needy People

This committee is to examine the schemes of Self-reliance for poverty alleviation which were reformed in 2015 in both Japan and Korea. The former Japanese scheme is “the Law to Support Independence of People in Need” and the latter Korean one is “Hope Re-born Project” of the Ministry

of Health which was integrated with “The Employment Success Package” of the Employment Labor Relations Division in Korean Government.

These reforms in both countries share the same background of development in workfare policies based on the severe market fundamentalism along with globalization. These reforms demolish the outcome of past Half-way Employment, “half welfare and half working,” by emphasizing a form of full working in employment. This indicates a strong necessity to identify the nature in the past scheme of self-reliance for poverty alleviation in both countries and to clarify possible problems and solutions.

Coordinator : Noriki TODA (Kobe Shinwa Women’s University)

Discussant: Nobukatsu OTOMO (Seirei Christopher University)

1 . Summary of Self-reliance Scheme for Poverty Alleviation in Korea

Her HyunSook (Ministry of Health & Welfare Republic of Korea)

Although the self-supported projects for recipients who can work have conducted since 2000 in Korea, the results were dissatisfaction. Overcoming this limitation, “Hope Re-born Project”, the performance-focused self-support projects, is introduced in 2009.

“Hope Re-born Project” is the scheme that assists the poor to get a valid job or to start new business by supplying individual personalized services, which is analyzed from case managements. According to the result of this project, employment and start-up rates are 31.8%, 44.6% and 52.7% in 2009, 2010 and 2011, respectively. And their lasting ratio after employed and started are 31.8%, 44.6% and 52.7% in 2009, 2010 and 2011, respectively. Not only the ratio of just getting a job or starting a business, but also the high ratio of lasting is assessed to support for the poor meaningfully. The project is suggestive as a new support method for the poor.

2 . A Trend of Half-way Employment in Korea-Focusing on enforcement after National Basic Living Security Act-

Kwon Sunho (Kobe Shinwa Women’s University)

The goal of this research is to consider how Intermediate Employment has been transferred since National Basic Living Security Act was implemented, especially focusing on the targets of Half-way Employment and social welfare service delivery system, and finally to clarify the tasks of them.

For Korea, the policy of Half-way Employment was institutionalized and systematized at 2000, with starting to institutionalize National Basic Living Security Act. Since then, in terms of the features of the policy, first, it has been expanded to National Basic Living Security Act Recipients , as

well as Near Poverty Group or do who have difficulty seeking job's, concerning the targets for support.

Second, to boost the road of the General Labor Market, Korea government has tried to reinforce Work Incentive, Individualized Support Programs based on the performance system, while it has cut down the aid of welfare needed for do who have difficulty seeking job's such as Social Adjustment Training Program.

Finally, while the role and function of the social welfare service delivery system were clarified and systematized, the role of the Ministry of Health and Welfare has been more weakened than the Ministry of Employment and Labor.

From these 3 features above, we can say Half-way Employment of Korean social welfare has been downsized.

3. Re-cognizing Vision of 'The Kushiro Model' in Support Independence of People in Need

Yoshie OHTOMO (Health Sciences University of Hokkaido)

The Law to Support Independence of People in Need, "Half-way Employment" is defined as an employment form positioned between general work and welfare work. It is built on two different employment forms; one with employment contract as well as support to maintain the job called "Employment-type". The other one is called "Non-employment-type" to which the minimum wage does not apply.

As long as " Half-way Employment " is supposed to be a bridge between general employment and employment continuation support B, it is questioned why employment continuation support A does not have minimum wage. How should we make sense of "labor" for people with economically disadvantaged in a labor market?

This report reflects on the role of 'The Kushiro Model' to illuminate "Half-way Employment " for re-organizing its conceptual framework.

4. A Trend of the Policy and Public Assistance for Low-income Families in the Process of Establishing the Loan Program for Family Rehabilitation

Satoko TANAKA (Prefectural of University of Hiroshima)

The purpose of this study is to examine the impacts of the Loan Program for Family Rehabilitation on the Public Assistance for Low-income Families. The poverty policy in Japan has been carried out repeatedly through the changes of regulation directly related to the Public Assistance for Low-income Families.

The paper deals with the political background of why the policy of income security and economic independence for poverty alleviation were transformed into the Loan Program for Family Rehabilitation in the period of high economic growth from the late 1950s to the early 1960s. In the late 1950s, the high economic growth was strongly related to the rapid increases of low-income people and thus of recipients of the Public Assistance for Low-income Families. This pressure resulted in the tightened policy implementation under “proper operation” in the Public Assistance for Low-income Families and transfer to the Loan Program for Family Rehabilitation.

This process from the late 1950s to the early 1960s was also indicating the historical transition of welfare programs which had been excluding the working poor from the Public Assistance for Low-income Families.

This historical transition of welfare programs throughout the high economic growth period gives an important horizon to understand the current development of the 2015 welfare reform, “the Law to Support Independence of People in Need” which is the scheme of self-reliance for poverty alleviation.

5. Comparative Research of Japan and Korea in Policy of Support Independence for Needy People

Noriki TODA (Kobe Shinwa Women's University)

The purpose of the presentation is to investigate the background and the possibility of the Half-way Employment which was revised in both Japan and Korea simultaneously.

"The Kushiro Model" was the practical example of the welfare independence support program and submitted the possibility of 'Half Welfare and Half Employment' as a new independence support. In Korea, “Hope Re-born Project” in the Ministry of Health and Welfare offered many different programs provided by the case managements and, in practical, supported the scheme of 'Half Welfare and Half Employment'.

However, in Japan, the Public Assistance for Low-income Families was reformed and established “the Law to Support Independence of People in Need”. At the same time, in Korea, ‘Hope Re-born Project’ in the Ministry of Health and Welfare was unified by "Successful Employment Package" that was managed under the Ministry of Employment and Labor.

The Half-way Employment was the new scheme of Support for Self-Sufficiency, which was called 'Half Welfare and Half Employment', but it recurred to the traditional scheme aiming economic independence for breaking away from protection in both countries, Japan and Korea.

This presentation is to identify the problems of the policy change in public assistance for low-income people that occurred simultaneously in Japan and Korea and to clarify the significance of the Half-way Employment as a new independence support scheme called 'Half Welfare and Half Employment'

9 . Intersubjective structure of vocational capabilities, Part 2: entry, selection and treatment in employment

As the first session has shown, one can observe some difference in capabilities among workers on equal footing in proxy indicators as training, qualification and remuneration, but such difference could be recognized by those concerned in the same trade. And we proposed a hypothesis that such difference would be measured by an intersubjective standard of evaluation, and that on the very standard a common understanding and a sense of fairness could be furnished to a world of the trade. In this second session, when we observe more ambiguous proxy indicators of vocational capabilities as entry, selection and treatment in employment than training, qualification and remuneration dealt in the first session, we will argue about how an equal footing in such proxy indicators could be reconstructed, and how a difference in capability would be measured by an intersubjective standard of evaluation. In place of conclusion of these two sessions we shall show an epistemological basis on which labor and personnel management, and peer review among professional scholars, could be effected actually.

Coordinator : Tomoji ONOZUKA (University of Tokyo)

Chair: Kazue ENOKI (Hosei University)

Discussant : Jun KINOSHITA (Kokugakuin University)

1 . On the Career and Vocational Capabilities Building of the Graduates from the Technical High School

Hiroshi ICHIHARA (Dokkyo University)

This presentation aims to consider the careers and vocational capabilities building of the graduates from technical high school through the interview survey of the graduates from Chiba Technical High School. It will elucidate the differences in jobs and vocational capabilities between the graduates of technical high schools and universities.

Interviewees are mainly the people who graduated from Chiba Technical High School around 1960, and who worked for chemical, electric supply, electric machinery, subway, precision machinery and natural gas supply industry.

2 . Historical Consideration of White Collar Compensation System in the US Major Firms: Job, Job Grading, and Salary

Teiichi SEKIGUCHI (Chuo University)

Compensation plans for white collar employees in the US firms are basically based on “job grading” system. There has been very little discussion about this system in Japanese academy. In this paper, by using the archived company documents, details of salaries of white collar employees and “job grading” system will be explored from the historical perspective.

3 . Discourse on difference of vocational capabilities and entry, selection and treatment in employment at the early stage of industrial society in Britain

Tomoji ONOZUKA (University of Tokyo)

There is a common belief that in the craft tradition of Britain after the Industrial Revolution every workman after proper apprenticeship was equally capable and paid equally in a single rate. But, to the contrary, one can easily find in the contemporary records that there were quite many pieces of discourse which describe and recognize difference of vocational capabilities and wage differentials among workmen in the same trade. Also many evidences could be observed which showed that not only employers but also workers gave an approval to such difference.

This paper will consider why and how the common belief of equal footing could emerge among discourse and recognition of difference, and will try to approach to what entry, selection and treatment in employment did mean in the intersubjective structure of vocational capabilities and how a member was treated in a trade societies or engineers' institutions.