

Program and abstracts, JASPS 133th (2016 Autumn) Biannual Conference

133 Plenary Session(abstract)

Financial Resources and Social Policy: How to Establish a Logical Consensus

Chair:Kingo,TAMAI (Aichi Gakuin University)

There has been heated debate in Japan on the fiscal sustainability of the social security system.

However, it is difficult to fully resolve the problem of rising costs.

The main session will discuss possible means of reaching a logical consensus regarding the fiscal problems of social security.

1. Through Comparative Gender Analysis of Net Burden of Tax and Social Security

Osawa, Mari (University of Tokyo)

Among OECD member nations in general, countries with low relative poverty rates have high public social expenditure as a proportion of GDP. Focusing on income redistribution (national and local income taxes and social security contribution minus cash benefits) in public social expenditure, countries with high mean transfer share (equivalized transferred income as percent of equivalized income) have low poverty rate. Whereas the level of public social expenditure (% GDP) is often thought to reflect the quantity of “welfare effort” of the government on the macro level, transfer share can be seen as the extent of the welfare effort on the individual level, and there naturally is a tendency that countries with bigger welfare efforts keep their poverty rates low. Though Japan’s level of public social expenditure has recently reached to the mean of OECD countries, its transfer share stays on the lowest level, and the poverty rate is nearly highest.

Can we thus simply say that Japan has high poverty rate since the welfare effort of the government is small? What has been revealed by recent empirical studies, however, is an astonishing feature of the Japanese situation that the poverty rate is higher on the

level of disposable income than the level of market income for working population as a whole, and particularly for double earning households and single parents (for children as well before 2009). We have to say that Japan's small welfare effort is reverse functioning, rather than it leaves poverty rate high because it's small. This feature strongly suggests the necessity to scrutinize the states of burden bearing (revenue raising for the government) , as well as the meagerness and skewed incidents of social security benefits.

This paper tries to examine how (in)efficient and (ir)rational is welfare effort of the Japanese government, referring to the tool of "local progressivity" of the taxation that were recently used in Taxing Wages series of the OECD.

2. Has social insurance scheme now reached its limits?

Masato Shikata (Kwansei Gakuin University)

There has been ongoing debate about the problems of social insurance system including the absence of payment, the uninsured population and the regressive contributions in Japan. This study aims to analyze these issues on the social insurance system from the household payment of social security contributions and taxes by using micro-data.

Firstly this study estimates how the degree of progressivity of taxes and contributions. My next investigation explores the impact of tax and contribution to the income inequality trends in Japan. Thirdly the study captures the heart of a problem of the absence of payment and the uninsured population putting on the basis of previous research. Lastly I examine what the appropriate insurance contributions to make a framework for sustainable social security systems clear in Japan.

From the research it became clear that the incidence of the contributions of social insurance remain nearly flat rate on household income. When considering co-payment by patients, the incidence even became regressive. Nevertheless, results from the recent data in the period in which income gap had been expanding showed that contributions of the social insurance had rather than to narrow the inequality. In terms of the absence of payments of the national pension, we widely observed among a younger generation who have not paid their contributions. This would probably have happened because the

exemption is based on income calculated by summing parent's and child's earnings. Government should be aware of the limitations of the existing social insurance scheme if the low income population increase further due to the casualised employment. This study lastly suggests necessities to achieve universal coverage by social insurance based on employment.

3. Financing Education and Childcare Security: How to Convince the Elderly?

Yorimitsu Ooka (Chukyo University)

As the elderly population has significant voting power in Japan, policies concerning elderly people are prioritized over policies concerning children and young people. In the 2009 House of Representatives election, voter turnout for people over age 60 was 40 percent. The voting power of the elderly continues to grow, and estimates are that the elderly population will account for 50 percent of the electorate by 2040. To halt the silver democracy that prioritizes interests of the elderly over those of the young, it is necessary to develop a line of reasoning to convince elderly people—as they are becoming the majority—of the attention needed toward issues regarding children and young people.

For example, the policy objective of “equal access to higher education” is not convincing. Elderly people do not trust the government’s support for “using public money to promote equal access to higher education for ensuring that young people can go to the university even if their parents cannot provide for them.” They would prefer to save money for their own grandchildren rather than accept an increased tax burden. In order to convince the elderly to accept an increased tax burden, a policy objective to maintain the system for the elderly (which includes pensions, medical and nursing care, and so on) in a low birthrate and aging society is necessary.

A policy for financing an education and childcare security system that would appeal to the elderly should include 1) a reduction of the basic pension for high-income earners and 2) a revision of the full-time housewife preferential tax treatment (spousal tax deduction), as explained below:

1) Half of the basic pension benefits are covered by taxes, including those received by high-income earners. Because it is unfair that taxes paid by a generation of poor workers are used to pay the pensions of high-income earners, basic pension benefits should be reduced gradually in accordance with income.

2) In the elderly population, there are many households with full-time housewives, so the spousal tax deduction is perceived as an advantage. However, “if women work, they will be disadvantaged” is a view that suggests that the spousal tax deduction is accompanied by a reduced labor force. In the end, the loss of workers to support the system for the elderly is disadvantageous.

In this report, we want to consider logical arguments that will earn the consent of elderly people, taking into account changes in their reality and their image.

4. Financing Social Security: Issues in Taxes and Social Insurance Premiums

Takehiko Ikegami (Rikkyo University)

Taxes and social insurance premiums are both authorized by law, but there are major differences between them. Paying taxes is not directly connected to the receipt of particular public services, whereas social insurance premiums are regarded as the price of the benefits. This paper discusses pertinent issues concerning these two sources of revenue.

First, the personal income tax is assessed on the basis of an individual's aggregate income, and thus can realize the principle of horizontal equity. However, the employee's social insurance premium is levied only on the payroll for his/her main employment. Second, when the personal income tax is imposed on a progressive scale, it can realize the principle of vertical equity. On the other hand, the employee's social insurance premium is proportional to his/her payroll, ignoring family circumstances. The social insurance premium for self-employed or jobless persons includes fixed amount components. In short, social insurance premiums are regressive. Third, there are some arguments that the right to receive social benefits is based on paying social insurance premiums. However, the right to receive universal benefits financed by taxes is rooted

in citizenship. The strength of the right is not contingent on the sources of the revenue. Fourth, the democratic aspect of taxation is based on the rule that taxation must be prescribed by law. However, the extent for insured persons to participate in deciding social insurance premium rates differs among programs. Fifth, taxes account for about half of the revenues of some social insurance programs. Moreover, some programs contribute funds to such other programs as “national solidarity”. This kind of transfer renders the nature of social insurance unclear.

Social security exceeds the ambit of insurance programs for particular employees. Hence, nationwide universal benefit programs should be financed by taxes.

133 Book Review Sessions

Book Review Session(program), JASPS 133th Biannual Conference

1. Disparity in Employment

Coordinator: KUMAZAWA, Toru (Fukushima University)

- Machiko OSAWA, What's Holding Back Japan's Highly Educated Women?

Reviewer: Noriko SUZUKI (Yokohama National University)

- Nami OTSUKI, Gender gap in workplace- factors that hinder women promotion

Reviewer: Kaori KANAI (Saitama University)

- Koji MORIOKA, Contemporary Japanese Society and Employment

Status System

Reviewer: Ayami Kamuro (Atomi University)

2. Social Security

Coordinator: Naho SUGITA(Osaka City University)

- MORIKAWA, Mie, Visibilization of Care Work : The Mechanism of Recognition

and Evaluation through the Long-term Care Service System

Reviewer: Utae MORI (Osaka University of Economics)

- Yasuhiro KAMIMURA, Welfare Asia: Comparison and Vision

Reviewer: ZHONG Jia-xin (Meiji University)

- Junya Tsutsui, Work and Family

Reviewer: Tomo NISHIMURA (Kwansei Gakuin University)

3. Labor and Employment

Coordinator: Kazuya ASANO (Aichi Toho University)

- Takuya IWASA, Collective Bargaining Agreements in Contemporary Germany

Reviewer: Chikako MORI (Takasaki City University of Economics)

- Jun NISHIMURA, The Wage Decision System in Sweden: The Realities of Wage Bargaining and the Features of Swedish Industrial Relations

Reviewer: Yutaka TAMURA (Aichi Toho University)

- Kenich SHINOHARA, American Automobile Industry

Reviewer: Toshinobu HASHIBA (Meijo University)

Symposium Sessions(abstract),JASPS 133th Biannual Conference

① Gender, Employment Policies, and “Motherhood”

Women’s employment policies have upheld the idea of maternal protection. Such policies have aimed to protect the body of the female workers, but also justified a differentiation between men and women. Is it necessary to separate maternalism from employment policies in order to support and protect women’s reproductive health and rights?

In this session, we will explore this relationship between women's employment policies and ideals of motherhood based on historical and contemporary analysis. The first paper examines how, in wartime, female workers faced the double tasks of reproduction and labor from the perspective of social class. The second paper will examine how parental leave policies have led to a "familiarization of care", based on the case of Tokorozawa city in Saitama.

Coordinator: Fujiwara, Chisa (Hosei University)

1. Class Aspects of Women's Employment During WWII

Horikawa, Yuuri (Chuo University Graduate School of Economics)

Female workers WWII were faced with the double task of being asked to 'beget and multiply' and at the same time to contribute their labor to support the war effort. However, there are reasons to suggest that there were subtle differences in the way in which women experienced this double duty and the issues they came to face, depending on their social class background.

This paper examines class aspects of women's employment during the wartime period, with the goal to contribute to a different understanding of female workers during the war. We use women's marital status and the need to contribute to the household income through employment as a means to establish working women's class status during this period. The analysis will in particular focus on the difficulties faced by married women who were largely overlooked in wartime labor policies, and the story of the individuals who were involved in studying of social policy during the wartime period.

2. Thinking about the Logic of Child Care Support: Criticism of Policies which Require Older Children to Quit Day-Care During their Parents' Parental Leave

Yamane, Sumika (Jissen Women's University)

In April 2015, Tokorozawa city in Saitama prefecture introduced a policy in which 0-2 year old children, whose parents are on parental leave to care for a younger sibling have to stop making use of day care facilities for their older child. Parents have filed the suit against the municipality to repeal the policy, claiming that it infringes on their children's rights to receive care in a day-care center. In this paper, we take a critical look at the position taken by the city's mayor, which underscores the 'three-year-olds myth' and that 'children need to be with their mother.' We shed critical light on a situation where day care policies have led to a situation where parental leave, which originally has been aimed to promote women's continued employment, has instead led to a "familiarization of care."

Based on interviews with parents whose children had to quit day-care, we highlight the psychological and social barriers for both parents and children to change their care model from "cooperative care" between family and day-care center to "care by family members only" only for the period of the parent leave. Parental leave for working parents needs to be considered as a period to reconcile work and their care responsibilities for children and as a phase in their career. For this reason, it is necessary to recognize "necessity of day-care support" for children who have attended a day care center while their parents were working, and to halt the "familiarization of care."

② Current Reality of Job Evaluation and Equal Pay Research in Japan

Some people say that it is difficult to achieve "Equal Pay" in Japan. They also say that it is because the implementation of successful job evaluation is impossible and it is meaningless for regular employees. The simple understanding of this kind is to be corrected, according to the results of new research to be presented at the session.

Each of two speakers was adult student of Graduate School of Business Administration, Meiji University, and earned a master's degree in March 2016. Each paper to be presented at the session is based on each master thesis.

The session is expected to be the arena for the discussion of feasibility of "Equal pay" in Japan.

Coordinator: ENDO Koshi (Meiji University)

1. Current Reality of Job Evaluation and Trial of Making another Job Evaluation based on “Equal Pay.” – A Case of Small Japanese Sports-related Company –

YAMAMATSU Takako (Tamasu Co., Ltd)

Job evaluation is essential to achieve “Equal Pay.” However, only a few cases have been reported in Japan because it is generally believed that implementation of successful job evaluation is impossible. I will report two topics; 1, the current reality of job evaluation that has been implemented in the real business world in Japan; 2 my trial of making another job evaluation based on “Equal Pay.” First, I will report the detailed procedures and issues of job evaluation, implemented really in a small Japanese sports-related company as a case study. This case is significant for two reasons: 1, this company has a variety of sections such as R&D, manufacturing, marketing, and logistics, which is rare for a small business; 2, this company makes job evaluations for all of blue-collar and white-collar full-time employees. Second, I will report my trial of making another job evaluation based on “Equal Pay.” The company in this case is now developing a new performance appraisal scheme, adding to the implementation of job evaluation. In the developing process, it has been revealed that both managers and employees have doubts about using the same criteria of performance appraisal for all full-time employees. Therefore, I tried to do another job evaluation based on “Equal Pay.” It was because I thought its results might be helpful improving the criteria or scheme of performance appraisal.

2. A Case Study of the Method to Achieve Equal Pay for Nurses

HARIO Hideyosh (Office Hario / Mitsubishi Research Institute, Inc.)

Even if your job responsibility as a part-time is not so different from that as a permanent, there is an under unfair condition between two about pay rates treatment and it's not unusual thing in Japan. Even it's said “unfair”, there're few researches here about practical realization for equal pay. A key factor to solve this matter, you shouldn't drive down the pay rates of the permanent employee to its of part-time employee but

drive up to its rates of the permanent. In other words, it's very important that you should consider increasing pay rates for fair treatment for your employee. But there are differences in capabilities of being able to prepare for that cost at each company. When you imagine that the way to solve this matter, you'd say "That's the matter of the management". And there's no reason to deny them because it's a natural method of driving it. But even natural way is so, again, there are differences in capabilities at each company. Considering this situation, I tried to seek another way to solve this matter. In this session, I will show you some result that the result of the researches I had in 2015. And this case study shows that the method I tried is not impossible way or meaningless way to move forward the study of an equal pay.

This case study was directed to nurse which is so important job as our aging society. And specialist job as it's licensed by nation which mean the skills they have are qualified by nation, no matter their work term has a limit or not.

③ The Marketization of Care and Reconfiguration of the Public Sphere

In this session, we explore the trends and problems of (post-) marketization of care in relation to the reconfiguration of the public sphere. The marketization of care was a paradigm shift from the traditional system of care provision for many advanced countries, while the actual content of the marketization and its impact on the reconfiguration of the public sphere in each country has been varied and dependent on the context of the care reform. Taking this into consideration, we have prepared three presentations.

The first presentation, by Professor Hiraoka, elucidates theoretical perspectives and frameworks of the marketization of care and categorizes these into the actual variety of care marketization that has emerged.

The second presentation, by Professor Nagasawa examine the structure of the 'quasi-market' adopted in England and its impacts on care for the elderly based on the "typology of the quasi-market" developed by Hiraoka.

The third presentation, by Professor Suda, based on an interview survey, investigates Japan's current Long-Term Care policy that emphasizes citizens' participation and community development and their impact on Long-Term Care Insurance and citizens' voluntary organizations; it uses key concepts such as market mechanisms and

managerialism.

※These presentations are partly supported by the Japan Society for the Promotion of Science (JSPS), Grant-in-Aid for Scientific Research (KAKENHI) #15H03427 and #15H03433.

Coordinator: MORIKAWA, Mie(National Institute of Public Health)

1. Theories of the Market in Social Services and Possibilities for International Comparisons

HIRAOKA, Koichi (Ochanomizu University)

In response to marketizing reforms in social services that have been implemented in many industrialized countries since the 1990s, a number of studies have been conducted overseas, both theoretical studies on the framework of the market in social services and empirical studies on the reforms. As yet, the characteristics and significance of these studies, with the exception of the theory of the “quasi-market,” have not been examined by social policy researchers in Japan.

In light of these circumstances, this study aims to review the major theoretical frameworks of the market in social services, as well as comparative studies on marketizing reforms in social services based on these frameworks, and to examine the possibilities for applying these frameworks into analysis of a series of institutional reforms of social care services that have been conducted in Japan since 2000. The theoretical frameworks reviewed in this study include the “market in the welfare state” developed by Jane Gingrich, the “culture of the welfare market theory” developed by Ingo Bode, and the “typology of the quasi-market” developed by the author.

2. The Development of the Marketization of Elderly Care in England; the Structure and the Impact of the Quasi-Market Mechanism

NAGASAWA, Kimiko (University of Kochi)

After the enforcement of the NHS and Community Care Act in 1993 in England, the

'quasi-market' mechanism was introduced in the field of elderly care (adult social care) and the issues concerning the efficiency and effectiveness of elderly care through the market mechanism have been raised. In line with such moves, the "New Labour" government of Prime Minister Blair placed the importance on users' 'choice and control' in his second term and the 'personalisation' of care has been widely adopted under the current coalition administration.

This study aims to examine the structure of the 'quasi-market' adopted in England and its impacts on care for the elderly based on the "typology of the quasi-market" developed by Hiraoka. It has been undergoing a transition from the 'commissioning type' to the 'voucher type', in the former type where the agents belongs to the public purchaser, they were expected to act as gatekeepers which control the demands. The underlying assumption is that cash benefits provided according to the entitlements of the applicants are more responsive to the wants of the users than in-kind benefits according to the needs assessed by professionals. Finally, the details to be hammered out when introducing marketizing measures in elderly care will be discussed.

3. Promoting Community Development Under a Privatization Policy: Effect of Market Mechanism and Managerialism

SUDA, Yuko (Toyo University)

The current sixth-term Long-Term Care Insurance (LTCI) plan emphasizes citizens' participation and community development. This presentation investigates its impact on LTCI and citizens' voluntary organizations based on an interview survey conducted in Tokyo Prefecture. The outcomes are interpreted as using the key concepts of the privatization policy on which LTCI is considered to be based. The key concepts include market mechanism and managerialism.

The market mechanism and the managerialism are mutually independent, and often contradictory to each other. In the community development scheme of the sixth-term LTCI plan, the impact of market mechanism appears to be contained because of the changes in the target of public funding. However, the community development scheme is separated from the existing LTCI service-proving area that are dominated by managerialism. In addition, citizens who were interviewed did not relate their community

development activities to the existing LTCI service providing activities. The sixth-term LTCI plan appears to maintain market mechanism and managerialism in the existing LTCI service area while incorporating citizens' networking functions in to a newly established community development program area, as an attempt to increase efficiency of the overall LTCI system.

④ Empirical Analyses on Child Rearing and Family Well-being from Comparative Perspective

In industrialized countries, there have been significant and widespread changes in family formations and women's attachment to the labor market for the past decades. These changes have inevitably affected the circumstances in which children grow up and family well-being. Moreover, social norms, economy, and policies are also thought to have influenced family well-being. For a better understanding of family well-being in a broader context, it would be beneficial to focus on the issues from a comparative perspective. To this aim, we invite scholars from home and abroad, discuss the similarities and differences among societies, and explore implications for social policy. Although speakers and discussants of this session differ in their expertise, each presentation is based on a quantitative analysis that uses nationally representative micro data.

(Presentations and discussions will be in English.)

Chair: Michihiko Tokoro (Osaka City University)

Coordinator: Akiko Sato Oishi (Chiba University)

1. For the Sake of the Children? Re-Evaluating the Consequences of Parental Divorce in Taiwan

Wan -Chi Chen (National Taipei University)

Few efforts have been made to use domestic longitudinal data or to emphasize family processes to determine whether and/or how parental divorce affects the mental health of

Taiwanese adolescents. In this paper, five conclusions are offered based on a review of data from the Taiwan Education Panel Survey: (a) adolescents report higher anxiety and distress levels when their parents suffer from low marital quality; (b) for low-quality marriages, parental divorce significantly reduces adolescent levels of distress, especially compared to youth whose parents stay in their marriages; (c) the effects of parental divorce on adolescent mental health is conditional on their parents' past marital quality; (d) in low-quality marriages, divorce does not decrease conflict levels between parents, but the negative effects of parental conflict on adolescent distress levels disappears once they decide to end their marriages; and (e) reduced father-child conflict partly explains why parental divorce benefits the well-being of children. In summary, ending low-quality marriages is beneficial to the mental health of adolescent children by removing the negative effects of parental conflict and decreasing father-child conflict frequency.

2. Shared Child-rearing : A Comparative Study of Japan, France, Sweden and the UK

Mieko Takahashi (Osaka University)

This study explores the question of work-life balance from a concept of shared child-rearing by using the data from "International Opinion Survey on a Low Birthrate Society" conducted by Cabinet Office of Japan in 2015. Through a comparison with the three European countries, France, Sweden and the UK, it will drive the special characteristics of Japanese approaches, awareness and practices in terms of child-rearing from micro-, mezzo-, and macro level perspectives. Looking at the first level (micro), women are more constrained by the traditional gender role than men in Japan and have a stronger sense of familial obligation than their counterparts in the three European countries. The analysis of the mezzo level reveals that the child support network in Japan has not been established to the same extent as the three countries. Thirdly, the level of financial support available for children's education and care services (macro) appear to affect the sense of economic burden among parents. To summarize, it indicates that there is a need for a multifaceted approach aimed at shared child-rearing.

3. An Empirical Analysis of Time Use of Women between Taiwan and Japan

Akiko Sato Oishi (Chiba University) and Wan-Chi Chen (National Taipei University)

Although strong gender-roles exist in East-Asian societies, Japan and Taiwan show substantial difference in women's time use in daily life. While Japanese women spend long hours on unpaid work (child care, elderly care, and household chores) and far less on paid work, Taiwanese women allocate more time on paid work and sleeping than Japanese women. To investigate the factors affecting these differences, we apply an Oaxaca-Blinder decomposition method that decomposes the gap in time use between the two societies into a characteristics (or endowments) component and a coefficient (or behavioral) component, using micro data from national time use surveys. Based on the estimation results, we consider how policies related to family and labor market influence women's time allocation in both societies.

⑤ Examining premium-setting in Japanese and Korean health insurance: From policy design perspectives

How premiums shall be set in public health insurance has been argued as an important issue in healthcare reforms. Principles for setting premiums and their possible consequences are concerned with financial sustainability as well as political supports of public health insurance systems. In other words, how to set premiums is one of the most critical issues of legitimacy of public health insurance.

This session examines Japanese and Korean health systems, where compulsory health insurance is used to pooling funds collectively, and discuss the directions to which reforms on premium-setting shall be carried out. Paper presented review recent debates and reforms on premium-settings, indicate such critical ideas in public health insurance as equity in provision and financing and prevention of impoverishment, and argue current debates and future policy directions on those ideas.

Chair: Tsuchida TAKESHI (Waseda University)

Coordinator: Ryozo MATSUDA (Ritsumeikan University)

1. Reform of Premium setting in Korean health insurance: a future outlook

Jung jai-cheol (The People's Party, Professional Advisor of welfare)

In Korea there has been tenacious dissatisfaction and distrust on health insurance premiums lacking of equity. According to National Health Insurance Service, it received 57.3 million complains, s in a year 2013, concerned with premium, which consisted 80 percent of the total number of complains. Complains on premiums was the most frequent in health and welfare complains that Anti-Corruption and Civil Rights Commission received between 2008 and 2012.

The current Park Geun-hye administration has showed its position to actively make efforts to address the issue of the above-mentioned problematic premium-setting rules, but has yet to unravel concrete reform plans. A principle that the reform shall develop "premiums levied mainly on the income basis" has been announced in its outline. It is, however, uncertain whether "premiums levied mainly on the income basis" can be successfully legislated. This paper reviews reform plans to date on premium-setting rules in Korea, discuss their problems and alternative reform plans.

2. The Structure and problems of premium-setting in Japanese health insurance

Takashi MIHARA (Tokyo Foundation)

Premium-setting rules in public health insurance can be broadly put into the following two categories: premiums on the basis of financial capacity, such as income (ability-to-pay principle); premiums on the basis of utilization (benefit principle). Among them, the former includes income redistribution with substantial effects on equity, and the latter beneficiaries equally share costs. In the Japanese health insurance system, employment-based plans use the former principle, and residence-based plans combine both. Employment-based plans are exemplified by plans managed by health insurance societies, the Zenkoku Kenko-Hoken Kyokai, and others; residence-based plans by municipality-operated National Health Insurance plans (MNHIs) and Health Plans for Older Senior Citizens.

Many senior citizens, leaving employment-based insurance, are enrolled in MNHIs,

whose premiums are higher than employment-based plans. Furthermore, because MNHIs cover non-regular workers who are not eligible for enrolling employment-based plans, the pros and cons of regressive parts of their premiums with the benefit principle shall be debated.

Meanwhile, tax primarily has a critical role in income redistribution, and the extent to which social insurance shall redistribute income remains a matter of debate. This paper reviews principles in premium-setting, existing rules, and recent reforms implemented, and discuss leading ideas and directions of future reforms.

⑥ Historical Studies in Japanese Welfare State Debates: Before Esping-Anderson

It is well known that the emergence of Esping-Andersen greatly impacted academic studies and debates on the welfare state. However, in reviewing the research history of the Japanese Association for Social Policy Studies (JASPS), we can recognize that JASPS conducted important debates about the formation of Japan's welfare state before 1990, when Esping-Andersen published his book. It is possible to say that the origin of welfare state debates was during the pre-war period.

Our project proposes to re-examine welfare state debates conducted by Japanese academics apart from the strong influences from abroad. This approach will enable us to conduct more useful discussions about welfare state debates conducted in JASPS, and engage in more productive debates about the important characteristics of the Japanese welfare state.

Chair: Saguchi Kazuro (The University of Tokyo)

Coordinator: Saguchi Kazuro (The University of Tokyo), Tamai Kingo (Aichi Gakuin University)

1. Historical Studies on the Welfare State Debate in Japan: Focusing on Juitsu Kitaoka

Sugita Naho (Osaka City University)

I will re-examine the historical development of ideology and thought in Japanese

social policy by focusing on Juitsu Kitaoka (1894–1989). He paid special attention to population problem and, as a member of the Council on Population Problem, pioneered the debate for establishing a welfare state in Japan. He intended to contribute to the planning and establishment of better living and working conditions, in sharp contrast with the economically-oriented approach represented by Kazuo Okochi (1905–1984). This paper will make reference to the complicated academic background between Kitaoka and Okochi.

2. Contemporary Perspectives on Historical Studies on ‘Living Wage’ in Japan

Fujiwara Chisa (Hosei University)

One of the main questions facing the welfare state is how to shape the life of the citizen. All aspects of life are shaped by policies of the welfare state. The Japan Association for Social Policy Studies (JASPS) has focused on labour and welfare research, and engaged with the various issues facing the welfare state. However, since the 1950s and the period of high economic growth, labour and welfare research have become separated within the Association. Thereafter, research on labour issues have become refined and specialized, while research on welfare issues have been grown considerably. This poses the question of how it could be possible to collaborate between labour and welfare research, in the times of ‘crisis of the welfare state’. In this presentation, I will approach this topic from the perspective of ‘living wage’. More specifically, I will examine the research trajectory of Association members from the period of separation between labour and welfare research, and bring to light the intellectual value of a holistic approach in research on the Japanese welfare state.

⑦ Municipal Social Welfare Administrative Personnel System

In recent years, the role of municipalities in responding to issues regarding the livelihood of their local residents has been expanding, concurrent with the implementation of the System to Support Persons Living in Poverty to Gain Self-Reliance. At the same time, the numbers of personnel engaging in this work is decreasing, and the organizational management and staffing for the provision of

effective and efficient social welfare services are becoming bigger challenges than ever before.

In this session, each presenter will report on the findings they gained from source materials and interviews concerning local social welfare service provider systems, grounded in an interest in the issue mentioned above. Through discussion, we will devote ourselves to deepening the study of municipal social welfare administration organizational structure and staffing, the nature and role of social welfare management staff, and the state of local social welfare service provider systems.

Furthermore, the content of this subcommittee's reports is a selection of the results of the National Institute of Population and Social Security Research's general accounting and finance project, "Fundamental Research on Regional Organization Spatial Configuration and Human Cooperation for the Benefit and Operational Burden Reduction of Social Security Services (2014-2016)".

Chair: Yusuke HATAMOTO (Yamanashi Prefectural University)

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

1. Historical Changes and Current Issues Regarding Institutional Frameworks and Actual Conditions of Municipal Social Welfare Administration Organizational Structure and Staffing

Yusuke HATAMOTO (Yamanashi Prefectural University) & Ashiya KURODA (National Institute of Population and Social Security Research)

Since the six laws of welfare were instituted, municipalities have shouldered the burden of social welfare provider administration and other services, although such services have taken the form of agency-delegated functions. Since then, many social welfare services have been delegated to associations. Furthermore, they have been modified to come under the administration of local governments due to decentralization in 2000, and municipalities are becoming the executive core of social welfare services in both name and substance. In recent years, standards for child welfare facilities and nursing insurance services, and further decentralization policies are in the process of

being implemented. In this way, while the role of municipalities is expanding, problems in the livelihood of local residents who benefit from welfare services are becoming more complicated. With the introduction of new systems, such as the System to Support Persons Living in Poverty to Gain Self-Reliance, the staffing of municipal welfare departments and the role of the managers responsible for those staff members are becoming more important. In this report, we will outline the historical changes to the institutional frameworks and actual conditions concerning the organizational structure and staffing of municipal welfare administrations. By explicating these issues for the present day, this report will act as a bridge to discussion from the second report and onward.

2. Selection of Management Positions

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

Municipal employees as key persons are essential for building a social welfare service system. The presence of key people acting as a common basis for the success of municipal affairs is mentioned in previous research as well (Fukuda 2011, Hatamoto 2016).

At the same time, it is important to pay attention to the context into which such key players enter. According to a case study by Hatamoto (2016), in the settings in which the entrance of key people was possible in the relevant municipalities, there had been institutional reform of the social welfare administration.

Now, in what way were the reforms of those social welfare administrations, which became the context for the entry of key people, conceived and planned? In many cases, even though one might assume that system conception and planning is carried out by management-level municipal staff, it is unclear what impetus led them to such an idea, what the terms of realizing those ideas were, and what kinds of difficulties were encountered when actually implementing those ideas.

Therefore, this presentation intends to clarify the above points, based on the results of interviews with management-level municipal staff.

3. A Discussion of Actual Cooperation between Support for Persons Living in Poverty to Gain Self-Reliance Administrators and NPOs: The Case of City A

Kenichi KUDO (Tohoku Fukushi University)

One year has passed since the System to Support Persons Living in Poverty to Gain Self-Reliance was put into effect. Decisions are divided about whether municipalities should administer these operations directly or delegate them. It is thought that this is due to the decisions made under such conditions, as each municipality's thoughts differ about municipal operations, staff and budget limitations, and the abundance of social resources, such as NPOs that take charge of operations.

In this paper, the aim is to contribute to the discussion about the reality of cooperation over operations, using the case of a municipality that delegates the implementation of Support for Persons Living in Poverty to Gain Self-Reliance to an NPO. This report paper focuses on the kinds of information-sharing and exchange carried out both regularly and irregularly and, in particular, the relationship between the administrators doing the delegating and the operators to whom they delegate. Furthermore, as operations are delegated and carried out, this paper will focus on such points as what kind of awareness the staff of both the responsible municipal department and the NPO have, and if changes happen to occur, what kind of changes they are. There will also be a discussion on the actual cooperation of a municipality and NPO involved in Support for Persons Living in Poverty to Gain Self-Reliance by looking at the above issues from a micro-perspective.

⑧ Actual situation of needy persons and Issues of livelihood support

Numbers of people who are in poverty or who have high risk of falling into poverty are gradually growing owing to social changes including population aging and increasing instability in employment. There are needs for support who have this kind of risks and save them from falling into poverty. In order to prevent poverty, we need to understand causes of it by looking into actual situation of the poor.

Our study focus on a Poverty Rescue Programme conducted by the network of Social

Welfare Corporation in Osaka prefecture. This programme provide not only consultation but also financial aid for people who are in serious poverty. We have created and examined a database of poverty rescue program service recipient.

In this session each presenters will give analysis on different sample group to reveal actual situation of poverty and try to underline issues of livelihood support and suggest intervention point for preventative livelihood support. Our analysis will be focusing on household with older person, jobless middle aged and older person household and household with children to clarify different characteristics of poverty according to household type as well as suggesting points where policy should be considerate or common needs for support, and we also would like to discuss course of action for poverty prevention in this session.

Coordinator: Chiharu Nishigaki (Kobe Gakuin University)

1. Analysing livelihood support programme for older adults

Kiwako Endo (Ochanomizu University)

This study aims to underline causes of hardship in old age and challenges of support programmes by analysing ‘Poverty rescue programme’ which have been provided by Osaka prefecture social corporation. In this study cases where clients are over 65 are selected for analysis. Assessment and case records Community Social Worker (CSW) made were used. From the analysis we found that financial aid for medical and long-term care expense was most frequently reason for support, followed by food expense, and housing expense.

It became clear from the case record that people suffer from declining health or dementia are without stabilities in basic of living such as food and housing. There are older persons who fall from safety-net such as long-term care insurance, pension schemes and public assistance. This study suggest necessities to discuss importance of support programmes which helps people to develop basic of livelihood, as well as impact of the intervention.

2. Unemployed Middle-aged and Older Person’s Actual Situation of Poverty and

Issues of livelihood support

Chiharu Nishigaki (Kobe Gakuin University)

Last year, we reported that many of jobless middle-age and older persons lost their job due to illnesses and difficult to re-entering the job market which put them into hardship, needing food expense aid. We also suggested it would make significant differences on their later livelihood if there were information and little help given when people cannot make a living.

Thereupon, we are now advanced our research by adding details of consultation record of a rescue program in Osaka and extend analysis to relation with social security, and household conditions. For those who have long unemployment history tends to be more difficult to connect to systems and cannot find other way but receiving public assistance. Also, it became clear that people who have weak family bonds have higher tendency to receive public assistance and losing job at middle/old age takes ability and enthusiasms away from people. We would like to discuss what could be done to avoid middle/old age job loss as well as saving them from poverty.

3. Barriers to access to social security system for needy persons

Yuko Tamiya (Kobe Gakuin University)

To filling the gap between social security and social assistance, new scheme including the job applicants' support and support for people in poverty have been introduced. Is it possible to receive appropriate support without falling into a hole by this policy changes? Who and what situation would fail to rescue? To examine these questions This research runs quantitative analysis by using digitizing the case records. The data is from assessment and case records of 'Poverty rescue programme' which have been provided by the network of Social Welfare Corporation in Osaka. The study explore people tend to be in serious poverty during waiting periods associated with the benefit claims process. We also found the barriers to access in social security system when people live with cognitive impairment or have a record of non-payment of social insurance premiums. These results suggest that expansion of a system of a tentative payment,

reduction or exemption of premium, and a supporting decision making are required.

133 General Sessions (abstract)

① Thoughts on Social Policy

1. Reexamining the transformation of the “Okochi-theory” in his later life
-at the era of the Chairperson of the Social Security Advisory Council (1971-84) -

Ono, Taichi (National Graduate Institute for Policy Studies)

It had become difficult to understand the social policy as the policy for responding to the life-cycle of the people of various social status under the “Okochi-theory”, which defined the function of the the policy narrowly as the policy for the maintenance and cultivation of the labor force, not the laborer, in the capitalist economy,. It is well known by the previous studies that the “Okochi-theory“ has been transformed by Okochi himself in his later life with the aim for establishing the “New Social Policy”. Okochi was the Chairperson of the Social Security Advisory Council when he attempted such transformation. By reviewing the debates and recommendations at the Council as well as the writings by Okochi under his own name at that time, the report will explore the development of Okochi’s own thoughts and its interaction with the discussions at the Council, with taking into account the previous studies. The author would like to examine the messages to the modern society that the process of transformation to the “New Social Policy” from the “Okochi-theory” implies.

2. “Absolute” Poverty Reexamined: an Analysis of Studies by Rowntree and Sen

Yusuke Azuma (the University of Tokyo, Graduate school of Arts and Science)

It has come to be commonly considered that Primary Poverty by S. Rowntree, who used to be thought of the leading authority of absolute poverty, is, in fact, a relative definition. In my presentation, I will re-examine this view.

In the argument by A. Sen about the absoluteness of poverty, there is a topic which has

been overlooked. He asserts that the presence of starvation and hunger is absolute because it is “universally valid as evidence of poverty.” Rephrasing his words, it can be said that the core of poverty consists of the deprivation of the need concerned with the physical reproduction, and that human beings are by no means permitted to be poor in this sense.

When we take note of this absoluteness, we find in Primary Poverty a characteristic which the concept of relative poverty does not have: it is the theoretical assertion that there must not be anyone who stays poor by choice. In addition, taking the opposite view, the relatively poor are always exposed to the moralistic suspicion that “they stay poor by choice” because of the lack of this assertion.

3. Evaluation of A. Kollontai’s Role in Modern Russian Family Policy: Focusing on the J. Chernova’s Research

Mircha Anton (Osaka City University, Graduate School of Human Life Science)

The main aim of the paper is to make clear how modern Russian family policy researches evaluate A. Kollontai’s role in revolutionary changes of Russian family and gender patterns occurred after 1917 year.

On the one hand, discourses about withering away of the family and gender equality debates and ideology were one of the features of Soviet family policy in early years. On the other hand, many laws and measures aimed to practically transform social order were introduced. A. Kollontai’s activity was related both to debates and laws implementation processes.

One prominent researcher of Soviet and modern Russian family policy is J. Chernova. In the paper we will focus on evaluation of A. Kollontai’s role in J. Chernova’s research and try to critically review the gender and family transformations occurred after October revolution.

② Poverty and Social Inclusion

1. Measures against child poverty by prefectures : Originality and Dissemination

NAITO, Tomoe (National Graduate Institute for Policy Studies)

ODAGAWA, Hanako (Tokyo Metropolitan University)

ABE, Aya (Tokyo Metropolitan University) et al.

Lately, relative poverty rate of children has been increasing year by year in Japan. Under such circumstance, the cabinet enacted “General Principles of Child Poverty Policies” in August 2014, which has mandated the local governments to implement measures against child poverty. However, there is a vast difference in terms of the menu and the originality of child poverty policies among local governments.

Asunoba, Nihon University, and Tokyo Metropolitan University are jointly conducting a research on child poverty measures by local governments. This report presents an intermediate results from a survey of 48 prefectures. It discusses the differences in the menu provided by prefectures and highlights measures which show exceptional originality and are implemented by prefectures’ own budget. In doing so, it will explore possibility of “good practices” disseminating to other prefectures.

2. Current Conditions and Future Challenges of Support System for Self-reliance of Poor Persons: A Case Study of Two Municipalities in Osaka Prefecture

SAKURAI, Junri (College of Social Sciences, Ritsumeikan University)

Since April 2015, Support System for Self-reliance of Poor Persons has been introduced in most municipalities. Average outcomes have not yet reached to the goals first expected, in spite of the efforts made by local offices and other organizations outside the governments. In this presentation, the current conditions and problems of the System will be analyzed based on a case study of two core cities (Toyonaka and Hirakata) in Osaka Prefecture. Focuses of the discussion are as follows: ①working conditions and trainings of supporters; ②co-operations among welfare and other departments (within governments and with non-governmental organizations outside the governments as well); ③fostering working posts for the clients and training places in the region; and ④financial resources.

3. Policy Evaluation of Social Inclusion in Britain

Yutaka GENJIMA (University of Tsukuba)

This study analytically evaluates the social inclusion policy under the Blair government. This social inclusion policy was aimed at the local regeneration of a deprived area by cross-cutting cooperation. As a result, the government realized a decrease in unemployment rates and improvement of educational achievement compared with the Tory government. However, the policy evaluation has only focused on policy outcomes. It is also necessary to focus on the policy process. In this policy process, private sector participation and management of governance by the government are important. Therefore, this study analyzes how the policy process of the inclusion policy under the Blair government relates to its outcomes and evaluates the overall governance.

③ Nursing/ Elderly Care Work

1. International comparative study of family care giver for the aged

QI LONG (Meisei Graduate School of Humanities of Sociology)

In China where society is aging rapidly, welfare services for the elderly have not been well established yet. Because of the national one-child policy, a couple is expected to take care of their parents from both sides of the family. In many cases both husbands and wives need to work for a living in China, so the burden of care for the aged at home has become heavier than before. Unlike in Japan it is not easy for people in China to change from full-time to part-time jobs, and it is practically difficult to provide care at home. Despite such reality, many people choose to take care of the elderly at home. The only option available in care services in China is a “hobo - baby-sitter”, someone similar to a domestic worker in Japan. For various reasons many Chinese have become caregivers to their family members. The present welfare system in Japan has been extensively developed, so in this study, I will compare the welfare system of present day China with that of Japan at the time when Nursing Care Insurance Law had not been enforced. By doing so, I will clarify the present conditions of Chinese family caregivers and their needs. Further, I intend to propose possible ways to reduce the burden on family caregivers in China.

2. Labour protection and deregulation in marketized care work – In the case of Italy

Rie MIYAZAKI (Ohtsuki City College)

As is the case in Japan, Italy is one of the countries with a super-ageing society, the highest social spending on old-age, and the highest public debt. But, the long-term care policies care configuration for elderly in Italy and Japan are contrasting. In Italy, the most important role (except for their family members) of the main carer for the frail elderly is taken by the care workers who are a part of the household workers on the open market. Of these care workers, migrant workers account for about 90 percent, and the ratio of non-regular (non-declared) workers is around 60-80 percent.

In contrast, Italy is the first country in the European countries which ratified the ILO conventions on domestic workers (C 189- Domestic Workers Convention, 2011)

Based on the field survey conducted in march 2016, this presentation focuses on twofold issues. Firstly, the background that made possible the Italian early ratification of the 189th ILO Convention. Secondly, the most recent status of the voucher (“buoni lavoro”) for domestic work, which has been largely transformed by the Italian labour market reforms.

3. Work motivation in nursing staff—Current situation and challenges from the joint survey results—

Hiroaki Tanaka (International Economy & Work Research Institute)

Yusuke Hashimoto (Doshisha University Graduate School)

According to Survey on Employment Trends in 2015, the turnover rate for permanent workers of all industries is 6.7% in Japan. On the other hand, Hospital Nursing Survey in 2015 conducted by Japanese Nursing Association says that the turnover rate for full-time nursing staff climbed to 10.8%. The reason why the nursing staff turns over includes not only the same one as other industry such as because relationships is not good or because overtime is often, but also for children and childcare or for marriage. In particular, the latter reason is probably due to the fact that many of these are women.

International Economy and Work Research Institute, to which this reporter is belonging, has conducted a joint survey on job satisfaction. By analyzing the survey results showed that job satisfaction of nursing staff is higher than that of other industrial employees.

With a variety of cases, we consider the background of the problem that the nursing staff turnover even though they are satisfied with their jobs.

④ Labor and Employment (1)

1. Japanese Part-time work, German Part-time work

Yoko Tanaka (University of Tsukuba, Humboldt-Universität zu Berlin)

The Japanese government has attempted to promote the equal treatment of part-time and full-time workers through recent revisions of the Part-time Laws. However, this policy faces a critical limitation with respect to the Japanese corporate management system, such that they are not bringing about the equal treatment of part-time workers. In this study, bearing in mind the situation in Japan, the part-time and full-time work policies of Germany are examined.

As well as Japan, housewives in Germany have undertaken part-time work to earn additional income after the War, and they were excluded from the social institutions available to male full-time workers. The housewives were exempted from social insurance such as health care and pensions and were covered under their husbands' insurance instead, a situation similar to that in Japan. However, in present-day Germany, part-time workers receive the same wages and benefits as full-time workers, in proportion to their working hours. Executives in corporations are also working in part-time with this condition. This study investigates when and how this divergence between the situations in Japan and Germany emerged from a historical point of view.

2. Despotic Industrial Relations and the Labor Movement: a Case of Labor Dispute in Malaysia

Nobuyuki YAMADA (Komazawa University)

Rapid industrialization in developing countries has built large cluster of manufacturing and, as a result, given rise to the vitalization of the labor movement. South Korea, Brazil, and South Africa belong to such a case. However, some societies have not experienced such vitalization in spite of industrialization. This paper addresses a case of Malaysia and examines some constraints of the vitalization of the labor movement. Firstly, this paper reviews the process of capitalist industrialization and it specifies the industrial relations system in Malaysia. Secondly, based on author's fieldwork, this paper also addresses a case of labor dispute at a relocated Japanese factory, and it clarifies management-driven despotic industrial relations. Thirdly, this paper considers to what extent the labor movement can break through these constraints in association with civil activism.

3. The role of social partners on continuing employment through labor mobility in Sweden

Itaru Nishimura (Japan Institute for labor policy and training)

This report is to reveal the role of social partners on continuing employment through labor mobility in Sweden.

Although Previous studies of active labor market policies are pointed out the activities of supporting reemployment through public vocational training program and role of social partners in its activities, Previous studies are not necessarily shed light on the autonomous activity of social partners of supporting reemployment. So I examine content the autonomous activity of social partners (ie: TSL) and role of social partners in this activity.

This report is revealed that (i) TSL is started from notice period, (ii) union play an important role in keeping and improving quality of this activity, (iii) 70% of job losers included workers who are in notice period find new jobs through this activity within 18 months. From these fact findings, I also insist that autonomous activity of social partners is taken an important role of carrying out the policy of labor movement without loss of employment.

⑤ Welfare for the Elderly

1. Research report for carrying out the high terminal care quality by the nursing staff and medical staff in the nursing home : Kyoto and Oita survey discussion of the results.

YUKIHIRO TAKAHASHI (SHOBI UNIVERSITY)

SACHIKO SHIMIZU (Oita Association of Certified Social Workers)

As a recent trend, special nursing home for the elderly is also reward for penetration and the end-of-life care of the Long-Term Care Insurance Act has been set, has come to be chosen as a place to greet the death hospital, as a place second only to home. However, in the nursing home it does not become a system that can be a high-quality end-of-life care. On the other hand, the elderly welfare policy of long-term care insurance law enforcement previously has not been a thing in light of the "death". Therefore, although everyone is once to experience the "death" of the family in the home it was common, now, from the fact that about 80% of the location to celebrate the last moment of life is occupied by the hospital, facility many of the staff is in a state that has not been the opportunity to experience end-of-life care. So we were interviewed on the subject a special nursing home for the elderly 4offices. From survey results in this report, a team made up of nursing staff and the medical profession wants to present the factors that can be smoothly end-of-life care of the residents. And, we want to consider the way of end-of-life care in a nursing home.

2. Consistency of the dementia patient's needs and policy

Lee, YeongJoo (Graduate School of Social Welfare, Doshisha University)

This report mainly considers the adequacy of the design targeting South Korea's comprehensive plan on dementia, "The Third Comprehensive plan on Dementia Management (2016~2020)".

Most of the preceding studies on dementia take into consideration the family members of the dementia patients. Regarding policy-making, priorities are decided according to a survey of professionals based on AHP. The needs of dementia patients have been overlooked.

Therefore this report considers ①understanding of the needs of dementia patients ② the goal set by The Third plan and its adequacy, and whether the set objectives and activities to accomplish its goals reflect the needs of society including dementia patients. Research on the needs of dementia patients and their family will be conducted including caregivers as well as social workers. I intend to report on the implications based on the results of this research and a review of references along with the summary of needs research.

3. Is it possible to break the chain of elder abuse in elderly care facilities?

LIM Jeongmi (Doshisha University)

The purpose of this study was to explore and understand the chain of elderly abuse and to suggest initiatives to break this chain based on Double ABCX model. The nursing staff 1,473 people who work in nursing homes and group homes across the Japan were analyzed. The results of hierarchical regression analysis were that quasi-abuse had indirect effects on the elderly abuse through risk management, training on care skill and stress of caregiving. However, risk management, training in core skill and stress of caregiving also had direct effects on elderly abuse. Based on the above results, it was suggested initiatives that can break off the chain of elderly abuse.

⑥ Analytical Studies

1. The possibility of application of PFI in social welfare area: Several research tasks based on theoretical and practical experiences

SHI MAI (Doshisha University)

The government of Japan has recently carried out “PPP/PFI Promotion Action Plan” with the intention of increasing business opportunities, reducing public financial burden in order to boost regional economic growth, and promoting integrated reform in economics and finance. The government is actively introducing a variety of PPP/PFI methods into several public service areas, especially by the concession business with private management principle. However, in social welfare service area, despite the fact

that there has been general concern in the reform of supply system with focus on marketization and privatization, the PFI mode, one of the most typical method of public-private partnership did not get developed. This research tries to discuss the possibility of application of PFI in the privatization of social welfare area. In this presentation, we will analyze the political environment PFI surrounded in Japan, and introduce the advanced theories and practical experiences at oversea in recent years. As the conclusions, we will raise several research tasks about possibility of application of PFI.

2. Service providers' behaviors and ownership in the quasi-market regarding service qualities and cream-skimming

KANAYA, Nobuko (Hiroshima City University)

This paper examines the difference between behaviors of non-profit providers and for-profit providers of Long Term Care Services (LTCS) for the elderly in Japan, and analyzes whether providers compromise on quality and engage in cream-skimming to maximize profits. The quasi market was introduced to improve the efficiency of the former public welfare service, which was limited to serving the public and nonprofit organizations. However, there is considerable doubt about LTCS balancing the market mechanism with the fairness or equality involved in public services.

Therefore, we analyze the possibility of service quality compromises and the tendency of cream-skimming using managerial data of 12,000 group home providers of LTCS across the nation.

3. The effects of financial aid on university student life and their early –career decisions.

Mayu Fujii (Hokkaido University of Education)

The objective of this study is to investigate the effects of receiving financial aid on university student life and their early-career decisions in Japan. In Japan, the percentage of university students receiving financial aid has increased over the past two decades

(Japan Student Services Organization, 2016). Therefore, it has become increasingly important to understand whether and how receiving financial aid may affect various aspects of students' life.

Past studies on student financial aid in Japan have examined whether and how it influences university students' consumption behaviour and the amount of income from different sources (e.g., Kobayashi, 2009). However, little is known about the effects of financial aid on aspects of students' life that would not be necessarily captured by these consumption and income measures, for example, class attendance, time spent on studying outside classroom, and a decision on the career to pursue after graduation.

Using the data from the student survey of the Japanese Longitudinal Survey on Employment and Fertility (LOSEF) conducted in year 2014, and applying a method of propensity score matching, this study estimates the effect of financial aid on university student life and their early-career decisions.

⑦ Medical Care

1. Changes in Liberal Medicine in France: Provision of Medical Care by Private-Practice Doctors

Yumi Matsumoto (Oita University)

Historically, France's private-practice doctors have highly valued the so-called "liberal medicine" (la médecine libérale), which is based on doctors' freedom to offer medical care to patients, a fee-for-service system, and refunds to patients from medical insurance. Amidst the development and expansion of the social insurance system after World War II, liberal medicine was maintained while its form changed incrementally. Liberal medicine has been transforming along with the medical system reforms from the 1990s onward. A personal physician medical system that limits patients' freedom to choose a doctor and "pay for performance" (aiming at promoting prevention and improving the quality of medical care) has been introduced. Furthermore, third-party payment methods (medical insurance paying doctors' medical fees) have been gradually expanded. These developments have greatly changed the form of France's liberal medicine.

By examining the policy developments surrounding private practice physicians, this

paper elucidates the transformation of liberal medicine in France's healthcare system.

2. Competition and choices within medical insurance

Katsuaki Matsumoto (Kumamoto Gakuen University)

With aging populations, changes in disease structures, and the advancement of medicine and medical technologies, developed countries are facing the important task of offering all their citizens high-quality medical care that appropriately reflects such advancements efficiently.

In Germany, which has a medical insurance system similar to Japan, policies have been adopted that actively utilize competition between involved actors with the aim of heightening the quality and efficiency of benefits provided by medical insurance. Thus, since the mid-1990s, the rights of the insured to select their insurers have been greatly expanded, and risk structure adjustments have been introduced to facilitate fair competition. Further, strengthening competition has become an important pillar of the recent reforms in German medical insurance, and competition has now become a key concept for understanding this sector.

With this in mind, this paper focuses on the efforts to strengthen competition within German medical insurance, analyzing this competition and the choices found therein.

3. The issues of Iyaku-bungyo in Japan : from the viewpoint of management separation

Kazuko AKAGI(Showa Pharmaceutical University)

Meanings of Iyaku-bungyo, which have been promoted as national policy since 1970's, were discussed critically by the Council for Regulation Reform at last year. One of the main critical issues were that many pharmacies around the hospitals make difficult to centralize the information about patient's health, although that centralize is called the one of the benefit of Iyakub-bungyo. Another one of them was that patients can't get good value though increase of fee. Based on these discussions, Ministry of Health, Labour, and Welfare announced the framework of a family pharmacy (Kakarituke Yakkyoku) in "Vision of Pharmacy for Patient" last October. However, it could not

bring enough solution to the issues.

Currently, the meaning of Iyaku-bungyo in Japan is joint condition. Iyaku-bungyo implies “a doctor prescribes and a pharmacist dispenses” as a principle of functional separation, besides it also implies “the pharmacy must be independent of management from the hospitals (or the clinics)”. It is called “management separation” in this report.

Why the management separation was necessary? What does the management separation affect on Iyaku-bungyo? These problems are revealed by the historical approach in this research.

The issues of Iyaku-bungyo are able to be reconsidered from that point of view.

⑧ Labor and Employment (2)

1. Changes in University Graduates' Knowledge of Work Rules after Employment

Chiaki Nagumo (Tokai Gakuen University), Osamu Umezaki (Hosei University),
Mitsuko Uenishi (Hosei University), Kayo Goto (Labour Research Council)

Work rule education is recently attracting much attention in higher education institutions. Many universities have started new courses for work rule education. However, Doukou (2015) indicated that students are only interested in memorizing the law of precedent, such as those students in the faculty of law and law schools, and are not at all interested in real labor-management disputes. This paper aims to analyze changes in university graduates' knowledge of work rules after employment. To this end, this study conducted two surveys (before and after employment) of university graduates. It attempts to provide an insight into students' transition from school to work. For this purpose, we especially investigated how graduates learn in a workplace. The results of our analysis indicated the following. First, graduates feel the need to gain knowledge of work rules when they start facing problems in the workplace. Second, employee unions have a positive effect on graduates' process of gaining such knowledge. Finally, we found that some knowledge of work rules can be gained easily while other knowledge is difficult to acquire.

2. Legal basis for the absolute authority of management over job reassignment and

role-based pay

Hirohisa YAMAGATA (Tokyo University of Science, Suwa)

The institution of limited regular employees has been examined under the Abe cabinet, but there are concerns about the weakening of regulations against regular workers' labor after the introduction of this institution. Although the abuse of rights principle exists in Japan, management has absolute authority over job reassignment as long as there are business necessities and not too many disadvantages for workers. Meanwhile, regarding the prevalence of role-based pay, or *yakuwari-kyu*, implementing this pay system is likely to reveal problems that are in contradiction with the rationale for assigning management absolute authority over job reassignment and thus erode this rationale. This conference presentation examines these points.

3. The Improvement Process for Wages of Agricultural Cooperative Employees and Benefits of Aid Association of Agriculture, Forestry, and Fisheries Organization Employees

FUKUDA Jun (Doshisha University, Department of Sociology, Industrial Relations Department)

The Aid Association of Agriculture, Forestry, and Fisheries Organization Employees (Nourin Nenkin) was established in 1959; after its establishment, it separated from Employees' Pension (Kousei Nenkin). However, Nourin Nenkin reintegrated with Kousei Nenkin in 2002. The level of benefits at Nourin Nenkin was inferior to that at Kousei Nenkin because of improvements in Kousei Nenkin since the 1970s. Agricultural cooperative employees, a major part of Nourin Nenkin, fought to gain enough wages and pension benefits. Wage and pension benefits for agricultural cooperative employees began to improve in the 1980s. However, agricultural cooperatives expanded their business to finance and insurance at this time. The relationship between the agricultural cooperative business change and the improvement of wages and pension benefits has not been fully explained in previous studies. In this

analysis, I compare the wage and benefit levels of agricultural cooperative employees in Nourin Nenkin recorded in statistics, such as comprehensive agricultural cooperatives statistical tables by the Ministry of Agriculture, Forestry, and Fisheries, to those of other industries. In addition, I explain the relationship between these changes and the agricultural cooperatives' expansion to finance and insurance.

⑨ Pension

1. The Establishment and Postponement of the National Welfare Pension in Korea —Focusing on Financial System and Comparison between Korea and Japan

MinJeong Kim (Rikkyo University Graduate School of Economics)

The National Pension in Korea was established in 1986 and started in 1988. But, the National Welfare Pension was established earlier, in 1973. The pension was intended for the general public and adopted social insurance system. The pension was scheduled to be implemented in 1974. However, because of domestic and international circumstances, the implementation was not realized.

In this paper, I'll give consideration to the social, economic and political backgrounds of the introduction of the National Welfare Pension. And I'll review an argument about financial system at the time of introduction of the pension. In particular, I'll compare the National Welfare Pension in Korea with the National Pension in Japan. This comparative sense is different from that of previous studies with domestic viewpoints on the National Welfare Pension.

4. Comparative analysis of process of public pension system adoption in Japan and Korea : From a viewpoint of policy transfer

Sungbok Park (Graduate School of Economics, Kyoto University)

The German Bismarck-type pension insurance system of the late 19th century was adopted sequentially by Japanese Workers' Pension Insurance in 1941 and by South Korean National Welfare Pension in 1973. With the concept of policy transfer defined as policies and institutions in one country are used in another country, this article

analyzes the process of adoption of the early public pension system in Japan and Korea. First, the influence of the German social insurance program on the introduction of Japanese and South Korean public pension system is examined. Then, it is elaborated the mechanism of the adoption of the same system in these two countries. A concept of policy transfer is useful when considering the existence of interdependence between countries as well as domestic conditions, in particular, the late comers affected easily to evidence from other countries experience. The analysis of early stage of pension system is expected to contribute to the field of paths and developments of pension system thereafter, furthermore, to identify welfare state regime.

3. Comparative Study of Private Pension Regulations :Influence of ERISA in the United States

YOSHIDA, Kenzo (Aoyama Gakuin University, Department of Economics)

At the beginning of the 21th century, private pension system is expected to undertake more significant roles in retirement security, while public pensions have been restructured in a number of countries. In contrast to compulsory public systems, private pension plans are generally served and managed at discretion of employers or agreements with employees. But it is not a system completely free from governments. Because they are promises for too long terms, public regulations are necessary in order to make private pensions work appropriately as a pillars of national retirement security. Especially in the United States where private pension plans have been supposed to take a sizable part of retirement security, the strong regulations, such as Employee Retirement Income Security Act of 1974 (ERISA), has also developed.

This paper is to compare the ERISA to private pension regulations in other advanced nations, to analyze its characteristics and in international perspective, and to examine its influence to the world pension system. Comparative studies of private pension regulations, such are reports from the OECD and the Pension Fund Association in Japan, are usually just a collection of cases or a rough comparison with external standards. I will attempt to make a frame work for comparative study of private pension regulations with an internal logic of ERISA, the leading case of pension plan regulation and to exhibit its characteristics and its influence more precisely.

⑩ Historical Studies

1. A Study of the Historical Transition about Age Concern in Wellington, New Zealand

Hiroki Suezaki (Graduate School of Community and Human Services)

The purpose of conference presentation is to study the historical transition about Age Concern Wellington (ACW) in order to contribute to the development of integrated community care support centers as the core of the integrated community care system promoted by the Japanese government at present.

After the end of World War II, elderly people had been admitted in geriatric hospitals which were old-fashioned institutions and geographically segregated, because they tended to occupy beds for a long while. In the 1960's, the medical profession advocated that through proper medical diagnosis, treatment and rehabilitation, they should let the elderly people go back to the community.

To deinstitutionalize care for the elderly, the community should be integrated, but there was no central coordinating body in Wellington. In 1976, the Wellington Old People's Welfare Council (WOPWC) which reconstituted in 1989 as ACW was formally set up. The primary functions of the WOPWC defined as follows: 'To act as a coordinating body for all agencies working in any way for the welfare of elderly members of the community and as a role in filling in the gaps to provide services for the elderly.' Therefore, this presentation considers the historical transition about ACW.

2. The origins and development of institutional labor economics in America

Katsuhide Isa (Seinan Gakuin University, Department of Economics, Division of Economics)

In America, there exist not only mainstream Neoclassical Labor Economics (NLE) but also Institutional Labor Economics (ILE) as a school of labor economics, and the latter once had considerable influence in the academic world at least up to 1960's. But in Japan, the existence of ILE is now hardly recognized and the studies on ILE's development after mid 1970's are hardly found. In America, however, there still exist

not a few scholars in the tradition of ILE, and they have been continuing their research effort. Moreover, though still limited in number, some scholars have begun to shed new light on ILE in Japan as well.

Recently in Japan, controversies over reconsideration of undergraduate programs in Central Council for Education, and 'definition of economics' (or 'benchmark standards of economics') issues in Science Council of Japan have drawn wide attention to such issues as the design of education of economics, including that of labor. One of the issues raised in the arguments above is how to ensure diversity in education of economics. The aim of this study, therefore, is to investigate the historical development of ILE from its origin to the present and reconfirm its modern significance as an alternative approach to labor issues to contribute to the above arguments.

133 International Exchange Session (abstract)

【Session Title】

Transformation of Employment Relations in Asia: Various Actors, Evolving Policies, Common Challenges

【Session Chair】

SHUTO, Wakana

Associate Professor, Faculty of Economics, Rykkyo University

【Session Coordinator】

WOO, Jongwon

Professor, Graduate School of Humanities and Social Sciences, Saitama University

【Session Outline】

In the era of globalization, almost all of the countries in Asia experience the transformation of employment relations, whether they are already developed or not. Some countries have changed their employment practices to more market-oriented and individuated direction. Other countries have reformed their industrial relations to more decentralized and autonomous way. As the result, they witness a variety of employment relations in Asia. Actors participating in employment relations become diverse, and

various employment policies are evolving. However, they face common challenges, e.g. establishing a sustainable employment system which copes with both efficiency and fairness. This session examines the transformation of employment relation in Asia, based on case studies on China, Korea, Malaysia, Vietnam and Japan. The session does not intend to accomplish direct comparison between the countries with a set of controlled quantitative data. Rather, the session consists of the presentation of case studies, each of which investigates the transformation process and the current situation of each society from various perspectives like grassroots labor organization, skill formation, and compensation system. The session does not propose straightly any practical agenda; however it presents some issues required for further research, through reviewing cases and comparing them. (All Papers Are Presented in English)

« The First Half »

【Paper 1 Title】

Change and Challenge of Vietnam Compensation System: Some Cases of Manufacturing Industry and Service Industry

【Paper 1 Presenter】

WOO, Jongwon and LY, Thi Minh Chau

Head, Department of Quality Assurance and Curriculum Development, University of Economics HCMC (UEH)

【Paper 1 Abstract】

The regional and global economic integration creates ever broader flows of goods, capital, technologies, and especially human resources. To be thriving, one of the ways is to boost productivity using innovation competence of a country (Porter, 1990). In the era of “knowledge economy”, this strategy should start from the fact that the human resources or talents are the keys. However, talents are hard to find and retain, but easy to leave, speaking of both at enterprise and nation level. Maslow, Herzberg, and recently Lawrence & Nohria and many more have enlightened us with their persuasive theories on human motivation. So, constructing and implementing a compensation system that is able to attract and keep talents while maintaining comparative advantage of the country

is now at the highest call. Our paper is to examine the structure and the function of Vietnam compensation system within some industries like textile, automobile-parts, health, tourism and IT. We focus on several aspects: (i) how they transform the compensation system from the old scheme given guideline by government to the new scheme influenced by market, (ii) how they try to find/retain talented people and motivate them with the compensation system, (iii) what are the similarities/differences of the compensation system between industries and what are the factors which generate the similarities/differences. The paper implies involving key stakeholders in the process of their addressing the challenges regarding Vietnam compensation system as of now and in the years to come.

【Paper 2 Title】

Diversity of Compensation Management in Malaysia: Converging in Market Orientation?

【Paper 2 Presenter】

WOO, Jongwon and FAZLI, Idris,

Associate Professor and Deputy Dean, Graduate School of Business, Universiti Kebangsaan Malaysia,

【Paper 2 Abstract】

Diversity is one of the prominent characteristics of Malaysian human resource management. The compensation management in Malaysia is also full of diversity. The salary scheme in the public sector is keeping on “seniority” on one hand, the pay scheme in private service industry is implementing job evaluation and performance appraisal on the other hand. Regarding the direction of development, some insist the diversity will continue, however others presume many different types of management will converge in market orientation. This paper examines the employee ranking system and the promotion pattern in various industries, and explores the possibilities of divergence/convergence, upon taking the factors which bring diversities into consideration. In examining the ranking systems, the paper focuses on the following: (1) whether the system is human-centered or work-centered, (2) conditions for promotion in each system, and (3) the selection methods for promotion. In examining the promotion

patterns, the paper focuses on the following: (i) the promotion patterns of male/female and high school graduate/college graduate employees, (ii) the promotion-from-within rate of foreman/management, and (iii) the proportion of minorities in each rank. Through the exploring, the paper searches for clues to improve the compensation system fairer and more competitive.

【Paper 3 Title】

Compensation Policies of Japanese Employers' Organizations from 1990s to 2000s:
What Changed or Not?

【Paper 3 Presenter】

TANAKA, Tsuneyuki

Labor and Social Security Attorney

【Paper 3 Abstract】

This paper examines the compensation policies proposed by Japan Federation of Employers' Associations (NIKKEIREN), especially focusing on the “regular wage hike system (Teikisyokyuu)”. NIKKEIREN has proposed to its members of Japanese employers many kinds of compensation system such as pay for performance or multi-path pay scheme based on “employment portfolio”. As shown in the change of NIKKEIREN's policies, the appearance of Japanese compensation system looked drastically changed, comparing with that of 1980s, which was usually known as the “seniority wage system”. However, there is one thing that Japanese Employers' organization did not give up: the Regular Wage Hike System. The essential reason was that it was regarded as the indispensable element to keep the order of a Japanese company's organization. The paper investigates the detail of the compensation policies of NIKKEIREN and makes it clear how the Japanese Employers' organization try to update the Regular Wage Hike System, , especially taking up the era of 1990s and 2000s when many Japanese employment systems changed.

【Discussant 1】

SEKIGUHI, Teiichi

Professor, Faculty of Commerce, Chuo University

«The Second Half»

【Paper 4 Title】

Labor stakeholders and their impacts on a firm's HR practices in China

【Paper 4 Presenter】

CHUNG, Sun-Wook

Associate Professor, Sogang University

【Paper 4 Abstract】

In recent years, we have seen a growing role of non-state actors in China's labor relations. Studies highlight the roles and importance of these actors (labor stakeholders, hereafter) such as the media, lawyers, labor or migrant NGOs, all of which have contributed to enhancing legal awareness of workers. However, few studies have considered the impacts of labor stakeholders on a firm's human resource management practices. Against this backdrop, this study seeks to investigate the impacts of various labor stakeholders on a firm's human resource management practices. The findings, which are based on the author's extensive fieldwork in China, show that employers express serious concerns about these actors' growing role in workplace labor relations, and have changed their HR practices so that they could address possible legal risks resulting from these actors. The recent changes include more emphasis on documentation, paternalistic practices, downsizing, reliance on various employment forms and relationship building with unions. By showing recent changes in a firm's HR practices, this paper offers a nuanced understanding of employment relations in China.

【Paper 5 Title】

The Dual Labor Market and Skill Formation in the Korean Mold and Die Industry

【Paper 5 Presenter】

BAE, Kiu Sik

Senior Research Fellow, Korean Labor Institute

【Paper 5 Abstract】

There are few studies on the relationship dualized or segmented labour markets and skill formation. The mold and die industry is characterized by highly skilled labour and relatively long period of skill formation. The Korean mold and die industry has developed in their skill levels and production capacity bolstered by their prosperous electronic industry and automobile industry. Based on the results of some surveys and interviews with skilled technicians, engineers and CEOs of mold and die firms in Korea, the study is aimed at looking at the relationship between dual labour markets and skill formation in the Korean mold and die industry. Despite significant effort to train technicians in mold and die skills in specialized technical high schools and polytechs funded by the government, the dual labour market in the Korean mold and die industry and its downstream industries is shown to hinder skill formation in most small and medium firms of the mold and die industry by discouraging SMEs through poaching their fostered skilled technicians by large firms.

【Discussant 2】

NOH, Sung-Chul

Assistant Professor, Graduate School of Humanities and Social Sciences, Saitama University

« Summarizing Discussion »