

Japan Association for Social Policy Studies (JASPS) 136th Conference

Saitama University, Saitama, Japan

26th-27th May 2018

DAY 1 (26 May 2018)

**Special Theme Session**

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9:30- 11:30 Room 205

**Special Theme Session 1 : A Labor Studies Perspective on Welfare Studies**

**Chair : Takeo KINOSHITA**

**Discussant : Takanori FUJITA (Seigakuin University / Hotplus)**

< Theme of the Session >

As a reflection of deepening poverty in the Japanese society, the welfare and labor sectors have rapidly become interconnected in recent years. The following two categories are considered especially important: the safety net which assists those unable to self-support themselves in the labor market, and the self-reliance support which paves the way for the needy to be back in the labor market.

However, since welfare researchers have tended primarily to focus on welfare systems and assistance methods, not much research has not been conducted from a perspective of labor studies. This section examines issues on social welfare from the perspective of labor studies.

The first discussion analyses a much-debated issue of noncompetitive employment from the labor studies point-of-view. The second paper focuses on the effects that the laws on self-reliance support have had on social welfare workers. The third shows the relationship between the development of welfare system and labor.

**Haruki KONNO (Graduate School of Social Sciences, Hitotsubashi University/POSSE)**

**A case study on the relationship between non-competitive employment and labor market**

In recent years, as the government promotes "self-reliance support" for those in need, welfare organizations have begun to adopt noncompetitive employment, which is distinct from the general labor market, as a tool to support them. Researchers have primarily focused on the issues of support techniques and the effects of the policy implementation within the framework of "self-reliance support". But it is necessary to

analyze the issue further from a perspective of labor studies.

One of the important arguments raised by labor studies is the application of labor laws to non-competitive employment. In addition, I argue that it is essential to discuss the effects that non-competitive employment has on the adjustment of supply and demand of the labor force.

This research analyses non-competitive employment through the observation of its actual cases. First, this report shows actual cases of intermediate employment. Second, it examines how the exemption of non-competitive employment from labor laws affects the general labor market. Third, it presents the effects such employment have on the labor market supply and demand adjustment.

**Hiroto WATANABE (Graduate School of Arts and Sciences, Tokyo University)**

**A case study on the effects of the Act on Self-reliance Support for Poor and Needy on welfare organizations**

Since the Act was put into effect in April 2015, local governments have established new divisions specialized in supporting those in need. Some of these divisions, under the self-reliance assistance counseling program, are operated directly by local governments, while others are outsourced to the private sector, such as social welfare corporations, local offices of Council of Social Welfare, and other private not-for-profit welfare organizations that have had progressive welfare assistance programs.

The purpose of this research is to show how assistance processes such as welfare workers' assistance methods and labor process are affected by the types of outsourced organizations. It conducted a case study on such organizations that have begun supporting those in need before the Act was established. The research shows that the outsourced welfare organizations under the Act are more inclined to have a tendency to operate as "subcontractors" of local governments.

**Nobuo SHIGA (Otani University)**

**Expansion of the concept of poverty and fostering "communality" by labor movement**

In recent years, "rediscovery of poverty" has been made one after another in Japan. Nonetheless, the standard of livelihood protection has been gradually lowered since 2013, and further reduction is planned in December 2017. As one of the causes of such a situation, as pointed out in the preceding research, there is a gap between experts and public opinion over the understanding of poverty problems.

This report starts with the recognition that the cause of this big difference lies in the insufficiency of the social movement that fosters "communality" in civil society. The

social movement here specifically means a labor movement. "Communality," simply put, means expressing companionships as citizens in civil society. In order to demonstrate the hypothesis about the cause of the gap, this report confirms the relationship between the history of expansion of the concept of poverty in the UK and the history of labor movement, and furthermore in that relationship I show concretely how citizen's "communality" has been fostered.

12:50- 14:50 Room 304

**Special Theme Session 2 : Is work without employment relationship a flexible way of working?**

**Chair : Taichi ITOH (Osaka University of Economics)**

**Coordinator : Yuki Yoshi WATANABE (Doho University)**

<Theme of the Session >

In March 2017, the Abe administration announced "Action Plan for the Realization of Work Style Reform". The Action Plan states that promoting teleworking, side jobs, and moonlighting will help to bring about a society in which people can flexibly adjust their work to match life stages, including periods of childbirth, childcare, and nursing care.

In March of the same year, the Ministry of Economy, Trade and Industry (METI) presented its Research Group Report on "Ways of Work Not Based on Employment Relationships". The report argues that, in an "Era of 100-year Lives" made possible by the Fourth Industrial Revolution and the declining birthrate and aging population, workers need to utilize flexible work styles in accordance with their own life stages. The report, citing a survey of 4000 workers not reliant on employment relations, notes that 60% wish to continue or enlarge their current work. About 50% of those workers are satisfied with their current work, while about 20% express dissatisfaction.

Furthermore, last October, the Ministry of Health, Labor and Welfare (MHLW) launched the Study Group on Ways of Work in Employment-like Statuses, a first step toward investigating the legislation necessary to change employment practices.

This session will investigate the conditions of disabled persons and single mothers performing telework at home; policies protecting independent contractors; and worker rights in the sharing economy. Then, we will examine whether "Ways of Work in Employment-like Conditions" offer the flexibility required to continue working through different life stages, including childbirth, childcare and nursing care.

**Tsuyoshi TAKANO (Ritsumeikan University)**

## **The Actual Condition of Home Teleworkers Who are Single Mothers and Disabled Persons : From an Interview Survey of Home Teleworkers**

The Abe administration announced "Action Plan for the Realization of Work Style Reform". The Action Plan states that promoting teleworking, side jobs, and moonlighting will help to bring about a society in which people can flexibly adjust their work to match life stages, including periods of childbirth, childcare, and nursing care. Recently crowdsourcing companies have been listed on "TSE Mothers" and home telework is now considered a flexible new way of working within the rubric of "Era of 100-year Lives".

In this report, based on the results of an interview survey with single mothers and disabled people who work at home, I consider whether home telework offers the flexibility required through life stages such as childbirth, childcare and nursing care.

Specifically, I conducted the interview survey with disabled persons registered in home telework support organizations. I also intend to conduct an interview survey with single mothers who have taken the telework training program. By doing this, I will clarify the actual situation of disabled persons and single mothers pursuing telework at home.

**Tepei SHIBATA (Iwate Prefectural University)**

### **What Kind of Protective Policies are Necessary for Dependent Contractor: Focusing on the Construction Job Category**

Though work hours are not fixed and income is low, dependent contractors are not subject to labor laws. The Abe administration announced Action Plan for the Realization of Work Style Reform. This administration aims to expand the "Ways of Work Not Based on Employment Relationships" program. In such a situation, protective policies for dependent contractors are an urgent issue.

However, there are almost no protective policies for dependent contractors in Japan. They had to fight to win rights as employees by filing lawsuits. In other words, even if dependent contractors have worked for a very long time with very low income, if they lose the court cases, they are denied the rights they fought for. This study considers the possibility of having new protective policies that do not require such court trials.

Based on an analysis of court rulings, the report will specify conditions under which the court recognized dependent contractors' rights as employees. It then estimates a number of dependent contractors who meet such conditions specified by court rulings.

**Yoshihito KAWAKAMI (Tokyo Kyodo Law Office)**

## **The Sharing Economy and Workers' Rights**

It is said among the Japanese government and the Japanese media that the sharing economy will exert positive effects on the Japanese economy and will diversify workers' ways of working. However, in Europe and the USA, platform workers have filed several lawsuits demanding employee or worker status, helping to turn this issue into a social controversy. This report will explore the nature of the sharing economy, and discuss how workers should be protected.

15:00- 17:00 Room 205

### **Special Theme Session 3 : The Current Status of Labor Relations in Universities**

**Chair : Atsushi HYODO (Senshu University)**

<Theme of the Session >

We, researchers on labor studies as members of Society for the Study of Social Policy, usually observe and study problems over the employment labor including working conditions and industrial relations objectively. Many of us are, however, salaried or wage workers employed by universities or candidates for such academic posts at the same time. Furthermore, the issues of labor-management relations in academic institutions are gaining importance under contemporary transformation of the industrial structure.

Contexts of labor-management relations in universities have characteristics similar to those in other industries, such as cost-reduction and an expansion of non-regular employment. The transformation of national universities into independent administrative agencies and a rapid decline of university-age population constitute contexts unique to labor and management of universities.

In this session, we intend to discuss on the current state of labor relations in high education institutions through case studies of labor relations in a public university and a labor dispute in a private university.

**Kihei KOBAYASH (Tokyo Metropolitan University)**

#### **Labor-management relations in corporatized public universities - the case of Tokyo Metropolitan University**

National university corporations (*kokuritsu daigaku hojin*) are established through laws enacted specifically to govern them, but corporatized public universities (*koritsu daigaku hojin*) present a special case because they are governed primarily by the Local Independent Administrative Corporations Law. They are licensed as corporations by the

Ministry of Internal Affairs and Communications, but as universities are under the jurisdiction of the Ministry of Education, Culture, Sports, Science and Technology.

This report discusses labor-management relations in corporatized public universities, using Tokyo Metropolitan University as the main case. The report introduces the major issues negotiated by labor and management at the university since the time of its establishment in 2005. The union has called on the university to completely eliminate time-limited contracts, convert all non-regular (*hijokin*) staff into regular employees, and stop dismissing temporary (*rinji*) instructors through non-renewal of contract (*yatoidome*).

In many cases, the negotiating partners for unions in public universities and corporatized public universities are staff members sent by local governments. Therefore, many rules from private sector labor-management relations are not applicable, which is why negotiations frequently run into problems. I also note the problem that many labor unions in small corporatized public universities are hindered by past legacies. Prior to the corporatization of public universities, employees were civil servants with protected employment status, and many unions were social or mutual aid-type organizations. In these unions, there is often no correlation between organization rates and bargaining ability.

### **Kunihiko SHIRAI (Aoyamagakuin University)**

#### **The Peculiar Characteristics of Labor Relations in Private Universities Today**

This presentation discusses a labor dispute that reveals peculiar characteristics of labor relations in private universities. The dispute in A gakuin was caused by the university's proposal to reduce the amount of bonus (*Ichizikin*).

The reason that this particular case is taken up is that the presenter of this report was a participant observer of this labor dispute from the side of the labor union. Another reason was that this dispute is a typical case of reduction in standards of working conditions commonly observed in private universities.

This presentation first examines the labor dispute in detail, showing peculiar characteristic of labor relations in A gakuin. Based on the case study, it then hypothetically presents characteristics of labor relations in private universities in general.

## **International Exchange Session**

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9:30-11:30 Room 304

### **International Exchange Session : The “welfare society” and family policy in China**

**Chair: Lianhua LI (Tokyo Keizai University)**

**Discussant 1 : Michihiko TOKORO (Graduate School of Human Life Science, Osaka City University)**

**Discussant 2 : Yukari SAWADA (Graduate school of international studies, Tokyo University of Foreign Studies)**

<Theme of the Session >

Since the beginning of the 21st century, China has rapidly developed pension, health insurance and public assistance systems for the entire population, and the framework of the social security system has been constructed to some extent. On the other hand, the aging and declining birthrate has progressed much faster than in Japan, and academic interest in welfare services and family policy has also increased. The "one-child" policy that has been implemented over three decades as a national policy was greatly relaxed, but problems caused by the lack of qualified nursery services and childcare support are emerging.

In this session, we invite two researchers representing China's social policy research to introduce the latest trends in social policy and research, with the keywords "family" and "welfare society". For China, which is becoming the super power of the 21st century, what is the central concern of the social problem, where is China's social policy directing, and what are the similarities and differences with Japan's experience? We would like to discuss these questions with comments by two experts.

**Min gang LIN (Center for Social Security Research, Nanjing University)**

#### **The ‘Welfare Society’ in China**

In the past decade, ‘welfare society’ has become one of the hot topics in the field of social policy research in China. At present, China is at a new starting point for its historical development. The advent of China's "welfare society" is mainly manifested in the following aspects: "Appropriate universality" has become the social policy concept; social spending has continued to grow rapidly; the multi-sharing mechanism has become the principle of funding; the "universal coverage" have become institutionalized features, and "longing for a better life" has become the consensus of the entire society. The sustainable development in the field of social welfare is a key issue for China to

move from a big power to a strong one. As an important symbol of building a Xiaokang society, the 'welfare society' with Chinese characteristics is mainly reflected in the realization of a virtuous circle of national economy and social welfare, the promotion of welfare benefits reform; active invest in human capital especially in child and family; establishment of a 'social service country'. From the perspective of development, this article proposes the concept of "New welfare society."

**Ke SHEN (School of Social Development and Public Policy, Fudan University)**

**Family Transformation and Family Policy Research in China**

During the past half century, with the rapid decline in birthrate, acceleration of urbanization, changes in traditional values, Chinese families have become smaller and family structure has diversified. The proportion of one generation households increased significantly, and the traditional family support for the elder has declined. These changes are quite a part of replicating the path that already experienced by Western developed countries. Since the 1990s, the family policy of Western countries emphasizes the responsibilities of families, while at the same time providing developmental welfare supports to families from the strategic approach. On the other hand, Chinese family policy is still lacking in many areas. This study systematically reviews the transition of family size and family structure in China, discusses family related policies in China, and finally makes policy proposals based on experience of Western countries.

14:50-16:50 Room 304

**International Exchange Session (JASPS-LERA Joint Session): Rise of New Ways of Utilizing Labor without Employment Relationship and the Limits of Current Form of Labor Laws**

**Chair: Akira Suzuki (Hosei University)**

**Discussant: Charles Weathers (Osaka City University)**

The purpose of this session

This International Exchange Session, held every two year as a part of academic exchanges between LERA (the Labor and Employment Relations Association) and JASPS (Japan Association of Social Policy Studies), aims to facilitate dialogues between scholars with similar research interests from the two academic associations. The two presenters in this session examine trends in labor markets in the United States and Japan toward utilization of labor without employment relationship, shedding light on

how companies try to reduce labor costs and evade responsibilities as employers by hiring (in)dependent contractors whose working conditions are not much different from those of employees. The presenters also discuss implications of the new ways of utilizing labor for labor laws and public policies.

**Janice R. Bellace (Wharton School - University of Pennsylvania)**

**The Withering Away of the Traditional Employment Relationship: Reality and Implication for Labor Law**

The basic economic fact is that capital needs labor, to make products and performs services. This has always been the case. But industrialization heightened workers' awareness that capital buys labor (a cash-for-work transaction). The market economy drove the cost cutting nature of capital; that is, capital buys no more labor than it needs, for no longer than it needs, and it shifts risk to labor or other entities where possible.

The grim existence of workers who confronted harsh and dangerous working conditions in the first stages of industrialization led the law to move from a master-servant orientation to an employer-employee orientation. The law accepted that there no longer was a status relationship where certain obligations on both sides could be assumed. In its place, the law now saw a bargain whereby the employee agreed to work for the employer for a certain wage. But the contract of employment was not deemed to have any other enforceable promises unless they were expressly stated. Since factory workers individually usually had no bargaining power, the contract of employment served as legal backing for the workers' weak position.

Throughout the 20th century, much regulation was introduced by the state with the aim of establishing security of employment, either through regulation, collective bargaining or government suasion. The legislature also established a social safety net (income security) in cases of unemployment or disability. Laws were aimed at the "employer" and were enacted by legislators who had in mind "the modern company." Heightened global competition led to companies focusing on cutting costs, including labor costs. In the 21st century, capital is seeking to return to basics: to pay only for work done— nothing more. Labor law's narrow focus on employee status as the hook on which to hang compensation obligations has incentivized companies to devise ways to utilize labor without creating an employment relationship. New technologies have accelerated this trend. Labor law must change if workers in the Information Age (digital economy) are to have reasonable job and income security.

**Tepei Shibata (Iwate Prefectural University, Faculty of Social Welfare)**

## **The current state of dependent contractors and policy issues in the construction industry in Japan**

From the beginning of the 21st century, utilization of dependent contractors has been expanding in many countries. The reason for this is that enterprises are reducing their labor cost while neoliberalism-like deregulation is developing. In Japan, various industries employ dependent contractors, but the number is largest in the construction industry. In this industry, those dependent contractors whose actual working conditions are similar to those of employees but who are excluded from labor law protections have increased since 2000.

I examine what disadvantages dependent contractors experience due to their exclusion from labor law protections, especially with regard to their labor standards and stability of their employment. I then discuss what policies are required to improve their poor working conditions. Based on my analysis of dependent contractors in the construction industry, I also consider policy implications for the protection of dependent contractors in Japan in general.

## PAPER SESSION

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9:30- 11:30 Room 203

### **Paper Session 1 : Theory and History of Social Policy**

**Chair: Fumiki ISHIZUKA (Tohoku University)**

**Ryoichi TANAKA**

**Kazuo Ohkouchi's ideas of "welfare" (kousei) and "new social policy" (atarashii shakai seisaku)**

This presentation examines Kazuo Ohkouchi's two extensions of the concept of social policy in his life. Ohkouchi twice extended the target of social policy, initially to the labouring class and then to the trans-class nation. The first such extension was the idea of "welfare" (kousei) during wartime; the second was the idea of a "new social policy" (atarashii shakai seisaku) that arose in the 1970s. This presentation interprets his above-mentioned ideas as two different concepts of "the end of history," a term defined herein as a manner of thought that frames and understands history as a struggle between those who labour and those who are liberated from labour, and that interprets the end of this struggle (the end of class struggle) as "the end of history." Within the above framework, this presentation discusses the continuity and discontinuity between Ohkouchi's ideas of "welfare" and "new social policy," thereby offering an interpretation that differs from the generally accepted idea that Ohkouchi's arrival at the idea of "new social policy" in his later years was a mere consequence of the withdrawal of his theory.

**Koichi HIRAOKA (Ochanomizu University)**

**Social Security Council and Social Welfare Administration of Amagasaki City Government: Centering on their Development from 1955 to 1964**

The Social Security Council (SSC) of Amagasaki City in Hyogo Prefecture in Japan, which was established in 1955 based on the city's ordinance, published over 30 reports in response to the city mayors' inquiries during the period from 1956 to 1964. These reports covered a wide range of welfare and labor problems that were beyond the narrow administrative concept of social security. In addition, the SSC actively conducted survey research on these problems. It had no comparative examples among advisory councils established by municipal governments during that period. This study first examines the major characteristics of the reports published by the SSC. Then it analyzes the background behind the establishment and development of the SSC and the relationship between its development and that of the social welfare administration of

Amagasaki City. Finally, this study discusses the historical significance of the activities of the SSC, focusing on its connections to the progressive mayors of this city and a governor of Hyogo Prefecture, the message built into the name of this council, its relationship with a nationwide campaign for introducing Old Age Allowance, and the emergence of policy-oriented schools in social policy and welfare studies.

9:30- 11:30 Room 302

**Paper Session 2 : Local and Employment**

**Chair: Yoshie OHNISHI (Kokugakuin University)**

**Junko EMOTO (Prefectural University of Hiroshima)**

**Policies on the employment of disabled people: How recent policies have affected small companies and what should be done in the future**

This report reviews the history of policies regarding the employment of disabled people with a focus on small companies and addresses how recent policies have affected small companies and what should be done in the future.

Since the late 1970s, policies on the employment of disabled people designed for large companies have promoted the employment of disabled people. Although they have occupied a central place in the employment of disabled people since the 1970s, small companies remained outside the scope of legislation. Afterward, small companies were partly included in the scope of legislation. Nowadays, as policies qualitatively change, all business owners — whether their businesses are large or small — must meet obligations such as discrimination prohibition and reasonable accommodation.

First, this report reviews the history of policies regarding the employment of disabled people with a focus on small companies. Next, it studies how the recent policy changes have affected small companies, based on a survey of the employment of disabled people conducted by The National Conference of the Association of Small Business Entrepreneurs and other sources. Finally, it makes a proposal for future policies on the employment of disabled people.

**Yusuke TAKAHASHI (Institute of Economic Research, Kyoto University)**

**Employment Structure and Regional Characteristics of Food Manufacturing Industry**

In Japan, the industries that have played a part in job creation in rural areas are manufacturing industries, and the position of the food manufacturing industry in the overall economy has never been low. In this research, we will examine the importance of employment aspects of food manufacturing industry in rural areas, using individual

data of "census" and "economic census." We also will examine how employment in the food manufacturing industry changed in the period before and after the Lehman shock. The report differs from previous study because it empirically examined the characteristics of employment of local food industry and economic fluctuation in the food manufacturing industry.

The findings show that the proportion of employees in the food manufacturing industry is higher as the DID (Densely Inhabited District) population ratio becomes lower, suggesting a role in the employment aspect of the food manufacturing industry in the regional economy. The findings, based on an analysis of individual data of "Nationwide Short-term Economic Observation Survey" and "Factory Site Trend Survey", also suggest the relative stability of employment in the food manufacturing industry in the face of changing economic conditions. We also analyze trends in the proportion of workers in rural areas employed in the food manufacturing industry.

**Namie NAGAMATSU (Kwansei Gakuin University), Shuhei NAKA (Japan Society for the Promotion of Science, The University of Tokyo), Junri SAKURAI (Ritsumeikan University), Masahiro ABE (Konan University)**

**Recent Developments in Regional Job Support Program in Osaka Prefecture: Analysis of Differentials among municipalities**

Recently more and more people live in a difficult economic condition and have difficulties in finding a job because of changes in the labor market, and therefore we have an increased need for employment policies for those needy citizens. Osaka Prefecture has launched the Regional Job Support Program providing job search assistance and vocational training to those citizens in 2004, which has been implemented by the 43 municipalities in Osaka. This paper studied the Regional Job Support Program focusing on differentials in policy developments among municipalities. We analyzed the data from a survey conducted from September to December in 2016 targeting section chiefs responsible for this program. We found that environments surrounding municipalities (the number of social welfare recipients and the degree of deindustrialization) as well as the structure of assistance institutions (large network of related institutions and the existence of local job placement agency) had significant relations with the size of clients in municipalities. Based on these findings of the Regional Job Support Program, which has been implemented more than ten years in Osaka, we discuss necessary conditions for the development of regional employment policies for needy citizens.

12:50- 14:50 Room 205

**Paper Session 3 : Industrial Relations / Labour Management**

**Chair: Makoto ISHII (Oita University)**

**Kazunari HONDA (Kokugakuin University)**

**A consideration concerning on the confrontation among members of the union within Zenhyakuren in the terminal phase**

Strong conflicts occurred within the Zenhyakuren, Japan Federation of Department Store Workers Union organized in 1949, because the leftists became active. The intense labor disputes led by the leftists, such as the Mistukoshi dispute and the Iwataya dispute, led to the withdrawal of unions of big department stores from the Zenhyakuren and to the virtual disbanding of the federation in 1962. The traumatic experience of intense conflict within the federation (so-called the Zenhyakuren allergy) created conditions for the subsequent development of union movement and industrial relations in the retail sector.

This report first shows that the “allergy” inhibited a smooth transition of unions in the retail sector to a new federation, Syogyororen (Japan Federation of Commerce Workers Union, JUC). Second, even after its establishment, the JUC found it difficult to extend its organizing scope to other sectors in the retail industry such as chain stores. And third, the “allergy” restrained the formation of enterprise unions and an industry-level federation in the chain store sector.

**Xiaojing LEE (Meiji University)**

**A study on “Ant Tribe” Phenomenon in China: Research based on Small and Medium-sized Private Enterprises' personnel and human resource management**

Since Si Lian and his colleagues' investigation has been published in 2009, the actual situation of the “Ant Tribe”, the Chinese version of the highly educated working poor, has become known to the world. Although China has maintained a high rate of economic growth, why are university graduates, considered as very important human resource, still in a state of poverty? Furthermore, if the status quo is not improved, it will possibly bring a lot of uneasy factors to the society. So, an illumination of “Ant Tribe” actuality and the reasons of its formation have become an important issue. Previous studies show that national policies, educational system and young generation's own consciousness are particularly important factors influencing the phenomenon of “Ant Tribe”. However, previous studies did not pay attention to the fact that about 90% of the “Ant Tribe” work for Small and Medium-sized Private Enterprises. In this paper,

the author conducted a study by collecting and analyzing the employment information of Medium-sized Private Enterprises in Beijing and by interviewing five “Ant Tribe” people. It examines the impact of the characteristics and problems of the personnel system including the wage system on the “Ant Tribe”.

**Takeshi NISHIMURA (Matsuyama University)**

**Wage Problem in National Hospitals, 1945-1948**

We discuss how labor and management bargained wage problems in national hospitals after the World War II. Because many of private hospitals in Japan were destroyed, national hospitals played an important role in supplying medical services to people after the war. However, national hospitals also suffered from shortages of medical workers because their wages were low although they were exposed to the danger of infection. In this presentation, we reveal how labor unions and the Ministry of Health and Welfare worked on manpower shortages in national hospitals.

12:50- 14:50 Room 203

**Paper Session 4 : Poverty and Social Security**

**Chair: Mayumi OHSIO (Ryukoku University)**

**Ryuji SAITO (Osaka Sangyo University)**

**The Estimation of Home Medical Care Demand**

The Japanese Government is trying to promote home medical care in 2025 when the baby-boomer generation reaches 75 years old. However, a good method for estimating the number of recipients of home medical care, which is the basis for establishing the home medical care supply system, has not necessarily firmly established yet.

The purpose of this report is to clarify the estimation method and to estimate the number of recipients of home medical care nationwide (each prefecture).

Each prefecture estimates medical demand in formulating a health care plan, but its estimation method is carried out according to the estimation method indicated from the government. That is, we estimate the medical treatment performed on the patient using the receipt data by the value (medical resource input amount) that derives from the volume of medical treatment fees. In this report, we examine the validity of the method of medical demand estimation indicated by the government and consider the estimation method by human framework that does not rely on the reception data.

**Katsuhito KAJIWARA (Tokyo Metropolitan University), Aya ABE (Tokyo Metropolitan**

University), Yusuke AZUMA (The University of Tokyo /Japan Society for the Promotion of Science), Tota ISHII (Tokyo Metropolitan University), Fumina TANIKAWA (Tokyo Metropolitan University), Satoshi MATSUMURA (Tokyo Metropolitan University)

#### **Who are bashing Public Assistance: Some empirical evidences**

This paper analyses people who are bashing the Public Assistance System using empirical data on the perception of the public. The criticisms against the Public Assistance have been widely shared by the public and have encouraged the recent reforms of the System. This so-called “Public Assistance Bashing” is quite often explained by divide between high vs. low income classes and working-poor vs. recipients of the assistance. However, empirical analysis on people who are bashing the system is rare. Kawano (2012) and Yamada (2015) are the few exceptions where empirical data were used to analyze this issue.

This paper also uses empirical data on the public perception of public assistance system, and expands the current literature by incorporating the notion of two concepts of “responsibility”, that is, who is responsible for falling into poverty and who is responsible to solve the problem of poverty. The paper shows that the idea on these responsibilities is underlying cause of one’s perception of public assistance.

**Tomoe NAITO (National Graduate Institute for Policy Studies)**

#### **Truancy and child well-being**

This paper mainly attempts to analyze the relationships between the risk of truancy and child well-being.

The research on truancy has long been conducted since 1992 by the Ministry of Education, Culture, Sports, Science and Technology. However the number of truant students remains high and further validation has been required. Child poverty is pointed out as background of truancy. However, it has not been empirically assessed yet. So this analysis attempts to see the relevance between truancy and child wellbeing including poverty, parents’ circumstances and school lives of children.

I will use the individual data of “Tokyo Child Wellbeing Survey of 2016 (Tokyo Kodomono Seikatsu Jittai Chosa)” , conducted by Research Center for Child and Adolescent Poverty at Tokyo Metropolitan University for analysis. In this survey, we can grasp the child's perspective about truancy risk, school situations, and troubles. From survey data from their parents, we can also grasp the living environment of children.

In the definition of poverty used for analysis, Child Deprivation Index of Japan defined by Abe (2017) is used to properly find households which go into poverty.

15:00- 17:00 Room 203

**Paper Session 5 : Welfare State and Gender**

**Chair: Min ZHU (Chiba University of Commerce)**

**Jia LIU (The University of Tokyo)**

**The Report of Women's Work-Life Balance in China—Based on Interview Surveys**

Current studies show an 'M-shaped' female labour participation rate in Japan, due to the heavy childcare and housework burdens that prevent females from continuing their external jobs. Meanwhile, in China, where the concept that 'men are in charge of earning money outside, and women are responsible to keep the house inside' still prevails, females keep relatively high labour participation rate and dual income rate, even during their child-rearing period. What are the reasons behind that? To investigate the reasons, in September and October 2017, interview surveys were conducted in China's urban areas for this investigation. Interviewees are Chinese females with youngest child aged six or below. Our results show that the 'grandparents' assisting with the child-rearing process, is the most important fact that enables Chinese females to keep both rates high. Furthermore, the 'husbands' also have an importance of sharing housework with their wife at home. In addition, the major intentions of 'mothers' to return to work after birth-giving, instead of becoming a full-time housewife, are said to be self-value realisation and social network keeping. People who convey the work intention of raising money are fewer than expected. With a major focus on the survey results, this report also discusses topics including birth giving policies and childcare services in China.

**Satoshi TAKAHASHI (Iwate Prefectural University)**

**Governance Mode of Social Corporation**

Discussions of social solidarity and inclusion in welfare state theory are based on the recognition that when an individual forms relationships with the social order, it is possible to achieve both freedom and autonomy for the individual and mutual benefits for society. This paper first provides a basic definition of social corporation based on the cooperative behaviors in collective action theory (theoretical sociology) and the concepts of cooperation in political theory, and then discusses methods for developing this into a realistic policy theory.

The approach of this paper is to ask, "When each individual wishes to cooperate, how can preparations be made collectively—preparations that no individual can accomplish

alone—so that cooperation is meaningful?” This problem becomes more important in situations where the relative level of inclusivity is declining as a result of social change. While emphasizing the importance of a social dilemma perspective, which focuses on conflicts between prosocial pressures within society as a whole or between communities, this paper links this perspective to legal arguments that construct opportunities for cooperation from the direction of both externalities and freedom of association.

It furthermore demonstrates how these legal arguments can be developed into a policy theory of “collective protection of rights through function-differentiated membership” by giving examples from education, employment, and housing.

**Jihoon KIM (The University of Tokyo)**

### **The Re-orientation of Policy in the Japanese Reproductive Regime**

Recently, there have been some heated debates over the acceptance of foreign workers in various fields. The Japanese government recently allowed foreign domestic workers, and now there are also more options for foreign care workers. In this article, I consider recent foreign worker arguments and the following policy changes in Japan, regarding them as a change of welfare state. By focusing on the policy ideas in the process, this article demonstrates how foreign worker policy debates relate to the re-orientation of policy in the Japanese reproductive regime.

In the case of domestic work and elderly care services, growing tendencies to marketization and globalization are witnessed. Gender role division of labor has not been the main issue in the debates. In the area of child care, on the other hand, foreign workers are not allowed. Besides, gender equality and socialization are the key policy ideas. Generally speaking, a variety of the familialistic orientations of policies in domestic work, elderly care, and child care are confirmed.

## Doctoral Thesis Session

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12:50-14:50 Room 302

### Doctoral Thesis Session 1

Chair: Tomoko ONIMARU (Chuo University)

Masao YAMASAKI (Hosei University)

Succession of intuition and pertinent engineering experience in an ageing society with a low birth rate

Atsushi KAKIZAKAI (The Gibraltar Life Insurance Co., Ltd.)

Management Strategy and Human Resource Management of a Foreign-affiliated Company: A Case Study of Life Insurance Company in Japan

Harumi OBI (Nayoro City University)

A Study on the Structure and the Function of Nursery School Teacher's groups— The Problems with an Increase in Non-Regular Nursery School Teachers —

Chikara SUZUKI (Hitotsubashi University)

The development of labor-management relations and labor movement in the port industry

Tsuneyuki TANAKA (Tokyo Employers' Organizations)

Compensation Policies of Japanese Employers' Organization (NIKKEIREN)

15:00-17:00 Room 302

### Doctoral Thesis Session 2

Chair: Tohru HATANAKA (Teikyo Heisei University)

Naoto FUKUDA (Institute of Social Science, The University of Tokyo)

Some aspects of "Neoliberalism" in the German social state— Consideration of the financial reorganization by the second Red- Green coalition government—

Megumi SAKAI (Ryukoku University Junior College)

Study on Child Rearing Allowance System— Analysis of discussion process for allowance amount in the Diet deliberation—

**Saori WATANABE (Meiji Gakuin University / Japan Society for the Promotion of Science)**

**A Study on Rare Diseases Policy in Japan: Public Expenditure Medical Care by Diseases-Category-Based Model**

## DAY 2 (27 May 2018)

### CONFERENCE PLENARY SESSION

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9:30-16:45 (Room 301)

#### **Incomes policy: Current State of Art**

"Incomes policies" used to be understood as policies to restrain workers' incomes, particularly, state policies to make wage growth less than growth of labor productivity. Discussed extensively between the late 1960s and the 1970s, they affected wage settlements in the spring wage offensive from the mid-1970s. Those policies resulted in stagnant nominal wages and a decline in real wages. In contrast, the current government has advocated policies to raise wages, which can be referred to as "inverse-" income policies.

The plenary session aims to highlight the current status and challenges of new income policies for increasing wages and securing workers' income, in contrast with income policies implemented for restraining wages in the era of inflation. It focuses on wage policies, single mothers, and relation between income policies and social security policies. The session also considers these issues in reference to minimum-wage movement in the United States.

\*Thanks to the cooperation of the Saitama Information Center for the Deaf, we will display summarized transcripts of discussions and comments in the plenary session.

9:30-12:00

CHAIR: Kouhei KOMAMURA(Keio University)

SPEAKER: Norio HISAMOTO (Kyoto University)

Yuko TAMIYA (Kobe Gakuin University)

Atsuhiko YAMADA (Keio University)

12:00-13:30 Lunch Time

13:30-16:45

CHAIR: Kouhei KOMAMURA(Keio University)

SPEAKER: Hirohiko TAKASU (Hosei University)

DISCUSSANT: Yu MOMOSE(Ryutsu Keizai University)

Yunosuke OGOSHI(Professor Emeritus, Kokugakuin University)

**Norio HISAMOTO (Kyoto University)**

**Wage Policy: recent wage trends and *inverse* incomes policy**

Incomes policy is a state intervention in the labour-management negotiation over the wage, and it is the policy which tries to curb the wage rise for the battle against inflation, in a word, "nominal income (wage) suppression policy". On the other hand, the wage policy of the Japanese government in recent years is a state intervention in the labour negotiations which try to raise wages against the deflation, that is, a nominal income (wage) promotion policy. In this sense, it is appropriate to call it the interventional wage increase policy, or simply, the "inverse incomes policy". Why does the Government take the policy that it is historically unusual like this?

In this report, we will examine the wage trends in recent years and strive to grasp the mechanism of wage determination in modern Japan. Then, from the point of target, we will divide the "inverse incomes policy" into (1) the minimum wage increase policy and (2) the standard wage increase policy, and discuss their progress, significance, and limitations.

**Yuko TAMIYA (Kobe Gakuin University)**

**Analysing the effects of policy on low wages and poverty among single mother household**

Though the new children and child-rearing support system started in April 2015, the issue of children waiting for admission into nursery centers persists and the lack of nursery teachers is still a serious issue. The blog titled "I couldn't get day care—die Japan" hit headlines in 2016.

Although the Child Welfare Act Article 24(2) states that "a municipal government shall, when the guardian applies, provide daycare to those children in a nursery center", the new children and child-rearing support system decreases public responsibility taken up by nursery centers because of the direct contractual agreement between a nursery center and the user (parent). The purpose behind the introduction of the new system was the marketization of childcare policies to promote the entry of private companies. In this report, I will focus on the problem of the lack of nursery teachers and attempt to clarify the reality behind childcare work on the basis of the responses to our questionnaire. In addition, I would like to raise an issue about the labor policy the government is going to advance as a nursery teacher securement measure.

**Atsuhiko YAMADA (Keio University)**

**Changes in the Linkage between Wages and Social Security Benefits in Japan**

In this study, we examine a linkage between wages and social security benefits in Japan. A balance among minimum wage, basic pension, and social assistance is crucial for an effective minimum income security. Evident characteristics of Japan's minimum income security are twofold. The level of minimum wages compared with the average wage in Japan is low, and its level is close to basic pension or social assistance relative to other OECD member countries. To explain the origin of these characteristics, we must first describe the historical change of definition of wages in social security benefits. Second, we must describe the minimum incomes applicable for employees' social insurance. Finally, we examine how the change in minimum income level introduced by the latest reform impacts the extent of applicants of employees' social insurance.

**Hirohiko TAKASU (Hosei University)**

**How the Significant Minimum Wage Hikes Became Reality in the United States: A labor movement in solidarity with community**

The purpose of this report is to identify the ways in which significant increases in the minimum wage are being achieved across the United States in recent years. Due to neoliberal globalization and attacks by employers in the 1980s, the US labor movement suffered a sharp decrease in the union density and faced the possibility of extinction as a result. After many trials and tribulations, the labor movement discovered a way forward in cooperating and fighting alongside the community in what has been called "Social Movement Unionism." By focusing on local issues, campaigns to pass living wage ordinances and organizing immigrant, low-wage workers, social movement unionism has strengthened the ties between the labor movement and the community. In 2011, Occupy Wall Street brought attention to the growing inequality and poverty in the country, catapulting into the national conversation the question of how to bridge the divide. A year later, in 2012, fast food workers and Walmart employees set off a nationwide strike calling for \$15 an hour and the right to unionize. Such efforts, in which the labor movement worked in tandem with the community, became the foundation for the Fight for \$15 movement. Working closely with other movements led by low-wage workers, Fight for \$15 expanded, making increases in the minimum wage a reality in many parts of the country.