

# JASPS Bulletin

Published by the Japan Association for Social Policy Studies (JASPS)

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## Introducing JASPS Bulletin

**Koshi ENDO, President of JASPS, 2016–2018**

The JASPS Bulletin is a digital journal published in English by the Japan Association for Social Policy Studies (JASPS). This is its first issue. We plan to publish two issues per year in the future. The journal is intended to publicize JASPS's various activities worldwide.

### 1. What is JASPS?

I would like to provide an introduction to JASPS.

JASPS is an association intended to advance research on social policy, broadly defined. It has approximately 1,200 members. Its membership application form has a place where the applicant can mark his or her field of research. That list provides a good summary of the research areas that JASPS covers: "industrial relations/labor economics," "social security/social welfare," "labor history/labor-movement history," "gender/women," "living/family," and "other." A distinguishing feature of JASPS is its interdisciplinary approach to these research areas, from perspectives including those of sociology, economics, political science, and history.

It might be true that in most Western nations the field of labor is not included under the concept of social policy. But in Japan, as noted below, social policy itself, as well as studies in that field and JASPS, have developed through today while constantly remaining conscious of the field of labor. In addition, today the Ministry of Health, Labour and Welfare (MHLW) serves as an

important administrative agency of the Japanese government. The areas over which the MHLW has jurisdiction coincide with the research areas that JASPS covers. One might even describe the research areas covered by JASPS as being those over which the MHLW has jurisdiction.

JASPS holds conferences twice a year: the spring conference held in late May to June and the autumn conference held in October. Universities across Japan serve as the venues hosting these conferences. Sometimes a conference is held in an earlier or a later month for certain reasons of the host university.

Each conference is held over two days: Saturday and Sunday. Normally, multiple parallel sessions are held on Saturday, and then on Sunday a plenary session is held in a large conference room. The Saturday and Sunday session schedules may switch for certain reasons of the host university. Most sessions are conducted in Japanese.

However, each conference includes a number of parallel sessions conducted in English. These English-language sessions currently include two sessions designed around official exchange

relationship between JASPS and other research organizations. Each of these is held once every two years. One of them is conducted jointly with the Labor and Employment Relations Association (LERA) of the United States, while the other is conducted with the European Network of Social Policy Analysis (ESPAnet). The joint session with LERA features a presentation by a LERA member recommended by LERA, while JASPS invites presentation applications for the joint session from among ESPAnet members, with the ESPAnet member selected through this process then delivering the presentation.

Another international exchange session is the biannual official joint session held with the Korean Social Policy Society. In addition, from time to time JASPS members plan sessions presented by researchers from China, Taiwan, South Korea, and elsewhere. Some of these are conducted in English while others feature simultaneous Japanese interpretation.

JASPS welcomes researchers from around the world who have an interest in matters related to Japan to participate in these international exchange sessions at the JASPS Conference.

In addition, a JASPS subcommittee holds the International Conference of Social Policy annually, together with the China Association of Social Security and the Korean Social Policy Society. The venue for this conference rotates among universities in China, South Korea, and Japan. The 13th International Conference of Social Policy was held in September 2017 at Nanjing University in China. JASPS also officially dispatches its members to the conferences of academic associations around the world, where they plan sessions or serve as presenters.

JASPS publishes the journal *Social Policy and Labor Studies* three times a year. While most of its articles are in Japanese, some are in English.

## 2. History of JASPS

The history of JASPS is the history of social policy studies in Japan.

Around 1896, a group dominated by researchers who had returned from studying abroad in Germany formed a research society that met roughly once a month, modeled on the German Verein für Sozialpolitik (Society for Social Policy). On April 24, 1897, this society decided to adopt the name the Japan Association for Social Policy Studies. This was the founding of JASPS. We will refer to that society herein as the former JASPS. Membership in the former JASPS then proceeded to grow, and in 1907 it held its first annual conference. The former JASPS was Japan's first academic society in a social-sciences field other than law. At that time, the former JASPS conducted research on a diverse range of topics, but labor was always considered an important topic. Symbolic of this is the fact that the plenary session title in its first annual conference was "The Factory Act." The establishment of the first Factory Act in Japan was a very important policy topic at that time, and the former JASPS contributed greatly to its enactment in 1911.

After the end of the First World War, the activities of the former JASPS slowed, and it stopped holding the annual conference after the 18th conference in 1924. While the former JASPS did not dissolve, it did become dormant. The main reason for this dormancy was an intensification of the conflict between the social reformers who originally had made up a large part of the former JASPS's membership and younger researchers influenced by Marxian economics after the end of the First World War.

A researcher named Kazuo OKOCHI appeared on the scene during the mid-1930s, while the former JASPS was dormant. Although influenced by Marxian economics and the theories of Max Weber, he worked out an independent definition of social policy that would prove influential. According to OKOCHI, in a capitalist society

social policy was labor policy conducted by the nation state to maintain the manpower necessary to the existence of capitalist society. His theory involved elements that both affirmed and critiqued Japan's wartime economic system, and it survived the Second World War.

After the Second World War, his theory was criticized by researchers influenced by Marxian economics, and a major controversy erupted concerning the definition of social policy. This dispute inspired OKOCHI and others to plan the reestablishment of JASPS. OKOCHI obtained the consent of the trustees of the dormant former JASPS to take over its name and assets. On July 8, 1950, JASPS was reestablished in the form in which it still exists today. OKOCHI took the post of the first president of JASPS.

From its reestablishment through the 1970s, JASPS's membership included numerous scholars who mainly studied the field of labor, influenced by Marxian economics. Furthermore, their numbers also included members influenced by British and American industrial relations theory. At the same time, research in the fields of social security and social welfare was less common among JASPS members.

However, beginning in the 1970s the British concept of social policy gradually became more influential among JASPS members, and then beginning in the 1990s the welfare regime theory of Gøsta Esping-Andersen came to have a decisive influence on JASPS members. As a result of these influences, today the number of researchers studying fields such as social security and social welfare is in an increasing trend, particularly among younger JASPS members, while the number of researchers studying the field of labor is decreasing.

From the reestablishment of JASPS through today, numerous other academic societies have been formed in Japan covering each of the relatively narrowly defined fields of "industrial relations/labor economics," "social security/social welfare," "labor history/labor-movement history,"

"gender/women," and "living/family." Many JASPS members today also are members of those societies. However, JASPS is an association that can advance research in these fields reflecting a consciousness of their interrelations. Probably this is JASPS's greatest strength today.

### 3. Planned Contents of JASPS Bulletin

I would like to describe two types of content that you can expect to see in each issue of JASPS Bulletin.

The first is one or two short essays, on topics such as news and comments on JASPS-related policies and practices in Japan, and the latest trends in research that JASPS covers.

The second is the program of each conference and abstracts of research presented. From these, the reader will be able to understand JASPS's important activities.

Readers of JASPS Bulletin are requested to email any questions or comments concerning JASPS to:

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# Program and abstracts, JASPS 135th 2017 Autumn Biannual Conference

October 28-29 2017, at Aichi Gakuin University, Nagoya

## DAY2 (October 29 2017) : Plenary Session

### Plenary Session(abstract)

#### **On Working Hours: the Gap between Regular and Non-regular Employees**

The issues surrounding employment system has been changed with the diversification of employment patterns. There is an increase in the number of non-regular employees, while the core of regular employees in the Japanese employment practices still remains.

The existing employment system has failed to ensure appropriate working conditions for employees, and to balance employment and livelihood security. This plenary session will examine the problems related to working hours from the standpoint of policymaking, labor relations, as well as international comparison.

#### **1. Time poverty of workers' households**

**Kunio URAKAWA (Kyushu University)**

In Japan, the lack of leisure hours caused by long working and commuting time and other factors is regarded as strongly related to severe health problems (Iwasaki et al., 2006). As represented by the term 'Karoshi,' much Japanese research shows an association between working hours and cerebrovascular/ cardiovascular disease (Ohtsu et al., 2013). To ascertain the determinants of health more clearly, an analysis incorporating the viewpoint of the securing a minimum amount of leisure hours should be conducted.

Previous reports of the relevant literature have specifically described situations of time poverty. They have demonstrated that not a few people or groups nowadays are adversely affected by a lack of time. For example, in Japan, Ishi and Urakawa (2014) showed that not only single-parent households but also double earner (both full-time employed) couples with small children are greatly deprived of time resources. In addition, they reported a high time-poverty rate for single-parent households.

The measurement of poverty incorporating the viewpoint of living hours is expected to complement government efforts at health improvement of people. Therefore, using Japanese micro-panel data, we examined how socio-economic and regional factors affect time poverty and investigated how time poverty is associated with health. Results obtained from the analysis confirmed the practical relevance of time poverty for predicting health indicators of workers' households. Particularly, coordinated public policy actions for reinforcement of work-life balance are regarded as important to form a better society by reducing the number of people facing multiple poverty situations.

## 2. An essay into rules on working hours

Keisuke NAKAMURA (Hosei, University)

How many hours a worker actually works is determined through individual bargaining between him and his superior in Japan. This is my tentative. Naturally there are exceptions. For example, actual working hours of those who work on assembly lines of automobiles are determined through collective bargaining between the group of the assembly workers and their manager. In many cases, however, actual working hours are bargained individually.

In order to discuss my tentative, two ideas are proposed. The one is that there are different approaches to calculating the number of personnel. The other, which is a tentative idea, is that many Japanese workers, especially those working for large-scaled firms, make much of smoothly running a PDCA cycle. They consider it to be their important duties.

As for the former supplementary explanations are given, the number of blue-collar workers may be calculated by the way of dividing whole tasks needed to accomplish planned daily production volume by a daily task assigned to a blue-collar worker. There are, however, other approaches. The number of R&D department personnel is fixed discretionarily by top management. The number of sales department personnel may be calculated by multiplying the predetermined ratio of total personnel expenses to total sales by targeted sales volume. The number of the personnel of indirect departments such as HRM department may be calculated by multiplying the predetermined direct-indirect ratio by the number of the personnel working in direct departments such as production departments. In the other approaches, the number of the personnel is not calculated from whole tasks needed to accomplish a business target. Consequently, it may frequently happen that the personnel is under or over compared with the number needed to accomplish the business target.

When the personnel of a department is short, the manager of the department asks his subordinates to work overtime in order to finish the department's business target by the deadline. They do not refuse their superior's request because they are willing to run the PDCA cycle smoothly. In this way actual working hours are determined through individual bargaining in Japan, neither by collective agreements nor by work rules.

## 3. How non-regular employees work and live, and related policy issues

Masako MITSUYAMA (Doshisha University)

Why is the specific issue of how non-regular employees work and live being taken up here? It is because their experience in the workplace is different from that of regular (full-time) employees. One factor thought to contribute to these contrasting experiences is in their work hours. This report examines how differences between regular and non-regular employees in work day length and time frame (i.e. work style as regards to hours) are reflected in how the latter are treated by their company personnel system, while also considering the situation of regular employees. There are many different types of non-regular employees, however, and with their importance in the workplace today in terms of both quality and quantity, there is a need to understand their situation. Among non-regular employees, this report focuses on part-time workers—whose work hours are clearly different from regular workers—and, in particular, those carrying out general, rather than managerial, duties. These workers comprise the majority of part-time workers, and it is their problems that this study seeks to elucidate. Furthermore, the differences in how regular and non-regular employees work, which affect how they are treated by the company, are also differences in how they spend their time, or live their

lives. This report would therefore like to clarify the issues confronting us regarding the living and working conditions of non-regular employees, while also touching upon related policy issues.

#### 4. Working hours flexibility and collective bargaining- Danish case

Takashi SUGANUMA (Rikkyo University)

As we know, Danish industrial relations are characterized that both trade unions and employers are highly organized and decide main working conditions by themselves through collective bargaining without state's intervention. Contrary to Japan, labor market is organized across-company according to each profession or job. In this essay, I will take up three topics on Danish case.

First, we will overview the short history of working hour reduction in Denmark from 60 hours a week in late 19th century to 37 in 1990. You can see that Danish tradition of collective bargaining have played an important role in the history. Second, we will see recent trend of working hours and quality of life since 1990. Some Danish researchers on state that decreasing working time is not only led by business side but also demanded by labor unions and workers. In de-centralization (localization) of bargaining, workers tried to make balance between 'work and life'. Some researchers say de-centralization of collective bargaining after 1990s, have entailed workers intervention in working time decision. They say this trend as 'deepening and widening of collective agreements'. Third, we will see several trade unions' local negotiations on working hours, such as unions of manufactures, retail sale workers, public servants, and managers. In the end, flexible but rather solid ceiling as 37h/w are compatible. The feature of Danish industrial relation is quite different from that of Japan. We cannot make Danish case into our reform model directly. However, examining Danish experience will show us where and how Japanese industrial relations come to blind array.

### DAY1 (October 28 2017) Book Review Sessions, Symposium Sessions, and General Sessions

#### Book Review Sessions (program)

##### Labor and Employment

- Junko Urasaka, How to make your carrier  
Reviewer: Nami Otsuki (University of the Sacred Heart)
- Wakana Shuto, Industrial Relations in the Globalization – Strategy on Global Rearrangement of Automobile Industry  
Reviewer: Masaki Saruta (Chukyo University (Emeritus Professor))
- Kazunari Honda, Labour-management relations in chain store industry  
Reviewer: Kunihiro Shirai (Aoyamagakuin University)

##### Social Security

- Chiaki Ishigaki, Comparative Political Studies on Health Reform: Clinical Guidelines and Professional Autonomy in Japan, US and UK in 1990-2000s  
Reviewer: Takaaki Odama (Dokkyo University)

- Sung-won Kim ,Welfare State in Japan and Korea: Employment and Social Security System of `Late-comers`  
Reviewer: Lianhua LI(Tokyo Keizai University)
- Haruka Shibata ,Child-Rearing Support Can Save Japan: Statistical Analyses on Policy Effects  
Reviewer: Tohru Hatanaka(Teikyo Heisei University)

### Poverty

- Nobuo Shiga, A Theory of Poverty  
Reviewer: Yuusuke Hatamoto(Dhishisha University)
- Ryo Yano, A Sociological Study of Dowa Policy: Focusing on Postwar Osaka City  
Reviewer: Yoshie Onishi(Kokugakuin University)
- Soshiro Yamada, Studies of Low-price Accommodation Facilities: A Shift toward Social Welfare Service from "Poverty Bussiness"  
Reviewer: Rie Iwanaga(Japan Women's University)

## Symposium Sessions (abstract)

### **[A] The evolution of the wartime Labor Policies in Japan**

The origins of the welfare states (including social security) are linked with the war. After the World War II the studies of Sozialpolitiks in Japan have been noted about the wartime industrial relations on which the Japanese industrial relations such as Enterprise Unionism were founded. Since the late 1980's many scholars had noted the total war regime, especially Sanpo in the industrial relations, Student mobilization and Eugenics policies implemented by the Ministry of Welfare. In this session, we focus on the wartime labor policies which influenced the labor market policy including the school-to-work transition after the 1950's. The first presentation examines how the wartime manpower policies had constructed. The second presentation examines what kind of change were caused in the workplace when women, have hierarchical disparities, work in the same place.

Chair: Tachihiko MASUDA(Senshu University)  
Coordinator: Ryoji KANEKO(Hosei University)  
Discussant: Atsushi HYODO(Senshu University)

#### 1. Foundations of Wartime Manpower Policies in Japan

**Ryoji KANEKO (Hosei University)**

From 1937 to 1945, the total mobilization required the relocation of human and material resources. As Japan developed heavy industries, manpower policy played a central role in its planned economy. In this session, we examine the wartime mobilization, focusing on employment services. In 1922, when Japan ratified the treaty of the ILO convention 002 (Unemployment Convention),

prefectures and municipalities administered employment services. Ironically enough, the services were nationalized in 1938, the very year when Japan withdrew from the ILO treaty. After the war, Japan began to pursue Keynesian welfare policy: full employment and social security. The employment services were implemented in this post-war economic regime.

## 2. The Change of the Labour Policy for Female Workers In the Wartime Period.

HORIKAWA, Yuuri(Chuo University)

In the wartime period, women, who are not necessary to work normal time, also requested to work in addition to women, who have no choice but to work due to economic necessity because of the "all working" regime. In this report, I will observe what kind of change were caused in the workplace when women, have hierarchical disparities, work in the same place due to special factors such as wartime. Especially, I will focus on what change had happened for their situation e.g. wages and health condition of female workers during the wartime period.

Additionally, I utilize the "The Institute for Science of Labour Collection" transferred to Ohara Institute for Social Research in accordance with the relocation of The Institute for Science of Labour in 2015. I would like to improve the image of female workers in the wartime period to utilize material remained unreleased so far.

### **[B] Verification of 'Fukui Model': Are Women happy in Fukui Prefecture?**

In this session, we will examine 'Fukui model' that has received a lot of attention in recent years as an advanced model. The model rated highly for some indexes such as high women's participation rate, high birth rate, low poverty rate and so on.

We will examine 'Fukui model' in terms of women's work, division of housework and childcare between family members, and poverty. We look more closely at how women have been treated and empowered in employment and whether they keep work happily without stress while raising children.

Coordinator: Rei SEIYAMA(Ibaraki University)

## 1. Women's Work in 'Fukui model'

KANAI Kaoru(Saitama University)

In Fukui prefecture, the proportion of households of three generations living together and women's participation rate / regular workers' rate and fertility rate is higher than the average of Japan. It is spotlighted as a 'Fukui model'. In addition, women's length of service in Fukui is longer and the rate of women for professional occupation is higher than average of Japan. National Council for Charge of Promoting Dynamic Engagement of All Citizens promotes to increase three generations living together. On the other hand, in Fukui prefecture, gender wage gap is wider and women in management is lower than average of Japan.

This presentation examines how form of households is related to women's work and men's work and daily life in Fukui using micro data set 'Survey on hope and social life in Fukui' which was conducted by the Institute of Social Science of Tokyo university in 2014.

## 2. The Relationship between Socialization of Housework and Time Spent on Housekeeping- Full-time Female Workers in Fukui-

Etsuko SAITO(Ochanomizu University)

Japan is an aging society with low birthrate. Women's participation in the workforce in terms of compensating for the shortage in the national labor pool has been in the spotlight of late. In order to increase women's participation in the workforce, a solution to the question "who does the housework" is still needed. In response, the government launched experimental housekeeping services in some areas in 2016.

Fukui has the highest rates of dual income households and the female labor force participation in Japan. However, there are issues with the division of housework and childcare between family members. Fukui also starts housekeeping service projects in 2017. The housekeeping services are one of the socialization of housework.

In this study, we conducted a time-use survey and interview survey in Fukui. We show the relationship between the socialization of housework and housework time in Fukui dual income households.

## 3. Poverty of Child Rearing Households Across 47 Prefectures and Those Factors

TOMURO Kensaku(Yamagata University)

The child poverty is a big problem in Japan today. The Japanese government enacted act to accelerate measures for poor children in 2013, and each local government were required to take and put measures for poor children. But, because the government don't make child poverty rates of each district public, each local government don't know how many poor children there are in own district. So, I think that each local government can't put effective measures for poor children. I calculated child poverty rates in 47 prefectures by requesting the National Statistics Center to rearrange the data based on Ministry of Internal Affairs and Communications, Employment Status Survey, and I published a paper on the results of those calculations in 2016.

This presentation examines factors causing the difference between a high and a low child poverty rate by using statistical method, for example, working poor rate, three-generation-family household rate, dual income household rate, etc. And I will point out that there are some problems in low child poverty rate prefectures.

### **【C】 Livelihood protection of the elderly and National Minimum**

Due to the lack of the establishment of a national minimum for the elderly in Japan, poverty in this demographic still requires more attention. Hence, our study focuses on a national minimum for the elderly. This study suggests the requirements to discuss schemes of livelihood protection of the elderly.

In this session, the first presenter focuses on the factors leading to financial difficulties in the daily lives of the elderly, who are also public assistance recipients. In addition, we analyse the second presenter's focus on the living conditions of the elderly living alone, and identify the vital expenses required to guarantee a national minimum. Finally, the third presenter focuses on whether Japanese social protections for the elderly meet the standards necessary to qualify as a 'national minimum'.

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

Coordinator: Masayoshi HAMAOKA(Bukkyo University)

## **1. Research on National Minimum Assistance Based upon the Analysis of Factors of Financial difficulties in Daily Life in Assisted Elderly Households**

**Yoshimitsu MIYADERA(Den-en Chofu University)**

The purpose of this research is to analyze the factors of financial difficulties in daily living of the elderly who became public assistance recipients, and to discuss what the national minimum assistance for the elderly should be.

On the background of the recent increase of the number of public assistance recipients and the recipient rate, there is an increase in the number of impoverished elderly people. It is considered that this is not only an economic situation, but also social structural reform which significantly affects this situation. It cannot be denied that the decrease in the amount of pension and the increases of insurance premium and users' burden in medical and nursing care systems have contributed to the collapse in the quality of living of the elderly.

From the above awareness of the problems, this research was conducted to analyze the factors of difficulties in daily living based on the research of publicly assisted households and to raise important questions about what the national minimum assistance should be.

## **2. The Living Conditions and The Minimum Living Cost of The Elderly Alone**

**Shuichi NAKAZAWA(University of Shizuoka,Junior College)**

**Kaoru OZAWA(University of Niigata Prefecture)**

The analyses in this report are based on a survey of members from Zenroren, National Confederation of Trade Unions, and the estimation of the minimum cost of living is conducted utilizing a market-basket method system.

This study notes a correlation between income and employment, housing type, neighbourhood relationship, and social participation. However, regardless of their income, private means of mobility is a necessity for the elderly, and they have been participated in formal occasions.

In addition, the lowest living expenses of the elderly who live alone (Niigata City, 70-year old women) was found to be approximately ¥157,000 (including tax and social insurance fee) per month. This amount is over ¥20,000 more than the average pension acceptance of this demographic. The study also provides a glimpse of the life structure of the elderly, who cannot afford to cut back on daily necessities.

## **3. The Planning of the National Minimum for the Aged, with a focus on the Public Pension**

**Tohru HATANAKA(Teikyo Heisei University)**

This report examines whether Japanese social protections for the aged meet the standards necessary to qualify as the "national minimum." The regional minimum wage standards were elevated to exceed those of public assistance when the law was revised in 2007. On the other hand, public pension benefits, which should function as a national minimum for the aged, have not yet been elevated. Previous studies have mainly analyzed the relationship between the standards of the Livelihood Assistance of public assistance and the Basic Pension. However, most pensioners, even those who are concurrently public assistance recipients, are actually receiving not only the Basic Pension but a graduated pension as well. It is also necessary to consider medical care, elder care, and housing in addition to the public pension income policy when examining social protections for the aged. Therefore, in this report I will discuss the sufficiency of the Japanese social protection system for the aged as well as its problems by comparing with a minimum standard.

## **[D] Examining Wages in “Periphery” Sector and Reconsidering Wage Theories from “Periphery” Perspective: Focusing on the Relationship Between Wage and Living**

In the session, focusing on the relationship between wage and living, the authors examine the wages/salaries of people who are placed in the "periphery", and reconsider wage theories from the perspective of "periphery", which have not been researched into so far in view of that.

The first paper examines the wage of sales staffs in the life insurance industry who are engaging in the sales of insurance policies. The wage structure of them is based on the “commission pay.” The author investigates the gender impact on how it relates to the living of woman and man. The second paper examines the case of a life insurance company in Japan which was acquired by the US-originated capital. The wage structure of non-sales workers at this company is based on the "pay for performance". However, the "seniority curve" is maintained currently. The author analyzes why they both coexist and investigates what the relationship is between salary and white-color worker' motivation/living. The third paper examines the wages of Asian countries. From the case of Japan, China, Korea, Vietnam, Thailand, and Malaysia, the author shows the common wage structure can be depicted as a "pay based on educational background and skill degree", and that the right-ascending wage curve has been strongly taken into consideration in each country. Based on the fact finding above, the authors urge reconsideration of conventional thinking on how the wage is decided and how it is raised. In the former, the authors assume that the typology of "job-based vs. human-based" is not adequate, and that the wage is decided based on “job and human.” In the latter, the authors contest against the argument that wages simply increase with ability advance, and assert that the way of pay raise depends on socially hierarchical lifestyles.

Coordinator: WOO, Jongwon (Saitama University)

Discussant: Wakana SHUTO (Rikkyo University)

### **1. Gender Impact on How Commission Pay Relates to the Living of Woman and Man**

**Kaoru KANAI (Saitama University)**

The paper examines the wage of sales staffs in the life insurance industry who are engaging in the sales of insurance policies. The wage structure of them is based on the “commission pay.” The author investigates gender impact on how it relates to the living of woman and man.

Although sales staffs at each life insurance company are employed as so-called “regular workers,” and covered by social security system, their wages are formally linked with the commission. The author investigates how their wages relate to their living. In addition, there are stark contrasts between foreign companies and Japanese companies. In the former, almost of sales staffs are male. However, in the latter, almost of sales staffs are female. The difference urges to investigate the gender impact on the relation between wage and living. The author examines the impact, especially focusing on the way how sales staffs themselves take-in/react-to the wage structure and the relationship between wage and living.

## 2. Salary Review and Wage Curve at a Foreign-Affiliated Corporation in Japan: Based on the Case of a Life Insurance Company

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

The paper examines the case of a life insurance company in Japan which was acquired by the US-originated capital. The wage system of the surveyed company is based on the broadband system. The monthly wage does not officially include any element of seniority-related or personal-characteristic-related. In addition, the pay increase rate is determined by the matrix of performance and penetration, which is the scheme irrespective of age and years of service. Nevertheless, the "seniority-based wage curve" is currently observed at this company. To investigate the reason why the "seniority curve" coexists with the job-based wage system is needed.

The author takes two approaches. One is to compare the actual wages of employees who have been hired after becoming a foreign-affiliated company, and those of employees who continued from former Japanese company. The author scrutinizes the relationship between age and wage in each employee group, and verifies the similarity and difference of two groups. The other is to examine the pay-raise allocation policy which is formulated by the Human Resources Department at the end of every year. The author clarifies that individual wages are determined by taking into consideration several factors besides job or performance.

## 3. Wage System of Asia Countries: "Wage Based on Educational Background and Skill Degree"

WOO, Jongwon (Saitama University)

The paper examines the characteristics of wage systems in the sector/industry of public service, auto parts manufacturing, and supermarket operating in Japan, China, Korea, Malaysia, Thailand, and Vietnam.

The wages of public servants are ordinarily determined by the scheme of "grade + regular pay raise." They show the common feature across countries in that the grade is basically defined by educational background, and regular pay raise is based on years of service. Recently, attempts to introduce the performance factor in wage system have expanded, however the effect is minimal.

In the case of auto parts and supermarket, it can be said that the grade-based wage system linked with job position is dominant while seniority has strong impact in Japan and Korea. However, the author asserts it is not a strict implementation of job evaluation even though job-related factors are taken into consideration. There is rather a tendency to emphasize academic background, experience or ability related to human characteristics, and in that sense, it can be said that the common wage structure is based on educational background and skill degree.

### **【E】 Empirical evidences from child surveys : Using Tokyo Child Well-being Survey of 2016.**

The Measures to promote Policies against Child Poverty (2014) has pointed out the importance of conducting survey on child poverty and since then numerous municipalities and prefectures have conducted child well-being surveys. Tokyo Prefecture conducted such survey on all 5th and 8th graders and 16-17 year olds in 4 municipalities within Tokyo. This session reports four main findings from this survey by 4 of the researchers who have conducted the survey. The four topics are:

- 1) Measurement of child deprivation

- 2) Gender differences of child well-being
- 3) Effect of housing conditions on child well-being
- 4) Effect of peer relations (especially bullying) on child well-being.

Coordinator: Aya ABE (Tokyo Metropolitan University)

### **1. Constructing Child Deprivation Index for Japan**

**Aya ABE (Tokyo Metropolitan University)**

EU, UNICEF and other international organizations have developed deprivation index for children to be used in conjuncture with income-data based poverty rate. The deprivation index supplements poverty rate in various ways, especially in that it captures many dimensions of child-well-being. However, in Japan, the deprivation index was foregone as an indicator to monitor child poverty because of “insufficient research”. The presenter used data from the Tokyo Child Well-being Survey to create such child deprivation index and verify its statistical significance, adaptability to other municipalities and as an index for monitoring child poverty.

### **2. Double Gendered Nature of Child Poverty in Japan-The Interaction of Gender in the Effect of Poverty**

**Ryo KAWAGUCHI (Tokyo Metropolitan University)**

The growth of poverty in Japan is often explained as a result of “the male breadwinner model” of security system, which is based on clear sexual division of labor (Osawa 2014). The expansion of poverty among children, who have working parents in most cases, is a clear proof of which the livelihood security system based on “the male-breadwinner model” isn’t functioning well.

Thus, the underlying process of child poverty is clearly related to gender of parent(s) and how he/she is disadvantaged in the labour market and society. However, what is not discussed is how poverty works depending on the gender of children. In the child poverty research in Japan so far, children are almost always treated as gender-free. Some education and gender studies point out the disadvantage of some types of boys in educational achievement or school culture adjustment, noticing the change in industrial structure described above, however, clearly more research is needed in this area.

This paper will examine the interaction of gender and poverty toward the children, using the data from the Tokyo Child Well-being Survey.

### **3. Impacts of Housing Cost on Children’s QOL**

**Hanako ODAGAWA (Tokyo Metropolitan University)**

Since QOL of children is affected by socio economic condition of the household, this study will analyze the impacts of the housing cost that is usually a major expense of households. The percentage of housing cost; housing loan and rent, in the household income before tax, is higher in poor compare to non-poor. There are some households whose housing cost rate is more than 100% and those are mostly poor and relatively poor. These include both single-parent family and two-parent family and their housing cost seems to be paid by someone outside of the household. And the housing cost rate seems influencing to children’s QOL such as chance to join additional private lessons, health, sense of anxiety and isolation, although the tendency diver depends of children’s age.

#### 4. Bullying and poverty

Tomoe NAITO (National Graduate Institute for Policy Studies)

This paper mainly attempts to analyze the relationships between bullying and poverty, in addition to consider what kinds of children have experienced bullying, how bullying affect child lives.

In this analysis, 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. A major feature of this survey is that the 5th and 8th grade children, and the children of 16-17 years old, have responded themselves so that we can grasp the child's perspective about friendship, school situations, and troubles. And their parent also has responded to grasp the living environment of the child.

In the definition of poverty used for analysis, Child Deprivation Index of Japan defined by Abe (2017) is used.

It is said that bullying is often done under "numerical, physical and social advantage" (Mitsumura 2016). This suggests a link between bullying and poverty.

Therefore, in this paper, I try to analyze the existence of these relationships, and to discuss about children who are close to bullying.

#### **[F] Defamilialization and Changing Aged Care in (Post-)Familialist Welfare Regimes: Taiwan, Italy, Korea, and Japan**

Taiwan, Italy, Korea, and Japan, which used be regarded as typical cases of the “familialist” type of welfare regime, have seen in recent years the socialization and marketization of care for the aged, caused by the weakening of the “familialist” nature of their welfare regimes. However, significant differences can be found among these countries with regard to the path and the process of the development of their care policy for the aged and the system of delivery of care services for the aged that has emerged as a result. Both Taiwan and Italy have depended heavily on foreign care workers for the provision of care for the aged, but these two countries differ on the roles of local governments and nonprofit organizations in the system of care services for the aged and the extent of the establishment of a nationally unified system of service delivery. Both Korea and Japan have established a long-term care insurance scheme, but they differ on the positions that family caregivers occupy in the insurance scheme.

This session focuses on the present status of foreign care workers and the government policy for these workers in Taiwan and Italy, and the changing role of family caregivers in the system of care for the aged in Korea and Japan. Through a critical analysis of these issues, this session aims to elucidate the nature of the socialization and marketization of care for the aged and discuss the future directions of the defamilialization of the welfare regimes in these countries.

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: Koichi HIRAOKA (Ochanomizu University)

### **1. Insiders and outsiders: policy and care workers in Taiwan's long-term care system**

**Chen-Fen CHEN (Chinese Culture University)**

As in many developed countries, foreign care-givers have made up a short-term labour force to help shoulder the responsibilities of older adult care in Taiwan since 1992. This study uses the dual labour market and the occupational segregation theoretical frameworks and a mixed-method approach to examine whether foreign care-givers are supplementary or have replaced Taiwanese care-givers in Taiwan's long-term care (LTC) industry, and to understand better the status of care workers and their influx into the secondary labour market. As of 2016, 235,376 foreign workers joined the care services, compared to 9,539 Taiwanese, indicating they are no longer supplementary. The gap between the dual care system and workforce regulation has resulted in occupation segregation, and the secondary care labour market has been divided into 'institutional' and 'home' spheres, segregating care-givers into three levels: all Taiwanese care-givers, foreign institutional caregivers, and foreign home care-givers, the latter being the cheapest, most obedient and most adaptable LTC products. This case exhibits the 'particularistic' associations between nationality and care-givers' workplace, which should be abolished. Only by squarely facing the changes and impacts caused by importing workers into the secondary labour market can one propose concrete, effective LTC labour plans and retention policies.

### **2. Transborder lives of migrant domestic workers of Italy in the 'regularizations' and marketization of care**

**Masao KOTANI (Ochanomizu University)**

The Southern Europe countries including Italy, often classified as the "familialistic" in the so-called welfare-regime theory, are recently said to be transforming into "family-migrant care model." Especially in Italy, supposedly more than one million migrant domestic and/or care workers, live-in or live-out, are employed directed by each family. The Italian government has taken periodical measures of 'regularization' (regolarizzazione) of hundreds of thousands of irregular migrants, in particular focused mainly onto the very domestic/ care workers. It is also suggestive that the national collective labor agreements (contratto collettivo nazionale del lavoro, CCNL), revised every three or four years, have regulated the minimal standards of wages with 8 job-levels and working hours system of domestic workers. Then, this presentation will examine the transborder lives of migrants domestic/ care workers, their family life, and personal relationships with family-employers, in the context of the 'regularizations' and marketization of care.

### **3. 'Familialization' and 'Defamilialization' of Elderly Care in Korea and Japan**

**KIM, Jimi (Kyungnam University)**

Korea and Japan relied on the family care for most of the elderly care in previous years. The two countries were classified as 'familialist welfare regime' in 'Welfare regime theory' for that reason. In addition, both countries have all introduced long-term care insurance for the socialization of elderly care service since the late 1990s (the latter half of the 2000s in the case of Korea), and have been seeking to exclude themselves from the 'Family-care-dependent care system.' After the implementation of long-term care insurance, however, a significant difference occurred in the policy tools of payments for family care between Korea and Japan. In result, a different change has also emerged in the role of family members in the elderly care system between the two countries. Given these circumstances, the fact how family care is changing in the process of restructuring elderly care system in the two countries is analyzed by an analysis framework of 'Familialization' and 'Defamilialization' using the theoretical framework of welfare regime theory. Furthermore, the implications of those changes in the process of restructuring 'familialist

welfare regime' in both countries are thoroughly examined in this paper.

This presentation is partly supported by the Japan Society for the Promotion of Science (JSPS), Grant-in-Aid for Scientific Research (KAKENHI) #15H03427.

## **General Sessions(abstract)**

### **【A】 Policy for Workplace**

#### **1. Trends in the number of occupational accidents occurring in postwar Japan and the impact of related measures**

**Makoto SATO(Saitama University)**

In this report, from 1944 when the workers' accident statistics existed through the high economic growth period, until now, the influence of national measures such as the establishment and revision of occupational safety and health law on the occurrence of occupational accidents (deaths, injuries and diseases) It is aimed to examine why it was given while paying attention to differences by industry type. Occupational accidents are risks latent in the workplace with a certain probability and are expected to increase or decrease in correlation with trends in business activities. The trend of the industrial production index showing the trend of business activities in Japan has been temporarily declining for several years after the first oil shock in 1973, but it has been consistently increasing trend until the bubble burst in 1991 Respectively. On the other hand, the trend of the number of deaths due to occupational accidents tended to increase during the postwar reconstruction period, but it peaked in 1961 and showed a consistent downward trend to date, not correlating with the trend of business activities. This means that for some reason the risk latent in the workplace has diminished or the probability of risk becoming obvious has decreased. In addition, the characteristics of the timing of reduction and the range of decrease are different depending on the type of industry, for example, in the transportation industry, fatal accidents tend to be slightly increasing since the 1970s. Previous studies using data on the occurrence of occupational accidents have been accumulated in Europe and the US, but in Japan there are few studies on the transition of workers' occurrence after the war. Therefore, in this report, we will examine trends in the number of occupational accidents occurring while paying attention to differences by type of industry, especially in relation to the impact of national measures.

#### **2. The Approach to Diversity of TOYOTA**

**Kazuya ASANO(AICHI TOHO University)**

Recently, Japanese government has urged CHANGING WORK, and decided NIPPON ICHIOKU SOUKATUYAKU PLAN by the cabinet. As a part of this deciding, the plan emphasizes to use women's activity. Making efforts to balance childcare/nursing care and work with keywords such as DIVERSITY, WORK LIFE BALANCE. All of these activities could aim at braking away women's workforce from marginal worker as a sub labor forces in Japanese work system.

In fact, despite of these challenging, Japanese government policy and some efforts by each company can't respond to social issues stemmed from maternity harassment, one parent household.

Therefore, in this report, we consider the diversity program in automobile industry at TOYOTA, as a

typical example of male worker centered and cooperative labor relations, and also leading company in Japan, so they have deep influences to Japanese economic world. What TOYOTA thinks and what kind of diversity systems TOYOTA has established, we discuss these issues paying influences to regional society and economy.

### **3. Parental leave policy in Japan - comparing to developed countries**

**Junko TAKEZAWA(National Institute of Population and Social Security Research)**

A quarter of a century has passed since parental leave act has been enacted in 1992 and more parents have been enabled to enjoy their entitlement and more generous payments. However, the take-up rate of fathers has been low and most of them take their leave less than a month. OECD (2015) illustrated one year of paid leave is reserved just for the father in Japan—the most generous allowance in the OECD — but very few fathers take advantage of it. This evidence means Japanese government failed parental leave policy and should review the generous entitlement for father is effective or not. Japanese parental leave benefit is financed by Employment Insurance and its entitlement is individual-based. This research would like to review how parental leave system is organized among social policies in developed countries, for example employment insurance, health insurance or individual system and also discuss about its finance, entitlement etc. from comparative point of views and classify Japanese system based on six leave policy models defined by Wall (2007).

## **【B】 Inclusion**

### **1. Comparative Study on Social Inclusion in Implementation Areas of Britain: The Case of "Neighbourhood Renewal"**

**Yutaka GENJIMA (University of Tsukuba)**

This study compares areas that implemented Britain's "Neighbourhood Renewal" policy—conducted by 88 local governments during the Blair government and based on cooperation between public and private sectors—concerning social inclusion. For policy implementation, the central government formulated procedures for deciding and managing businesses and allocating budgets. According to the central government's procedures, each area's public and private sectors decided and implemented businesses depending on the area's situation of deprivation.

Since previous studies have analyzed a single area, they have not fully considered achievements and challenges of Neighbourhood Renewal through comparison among implemented areas. Therefore, this study compares the areas of Haringey, Tameside, and Tower Hamlets, which have experienced especially serious deprivation. By comparing these three areas, this study analyzes commonalities and differences in the implementation process and businesses based on a common approach.

Through the analysis, the study discusses two issues: (1) the central government needs to guarantee accountability of governance collectively, and (2) local actors can implement distinctive social inclusion under the central government's guarantee of accountability.

## 2. Citizenship as a Concept of Civilized Cooperation

Satoshi TAKAHASHI (Iwate Prefectural University)

This study views the problems of social solidarity and inclusion in modern welfare states from the perspective of collective action. This paper discusses the reconstruction of citizenship theory as a concept responding to the problem of collective action. Depending on its objectives, citizenship theory splits into several schools, including rights-centered and obligation-centered schools (referred to in this paper as categories of structure versus character). Our understanding of the problems presented here requires a synthesis of both perspectives. We propose a model of how the use of social rationality supplements and substantiates social intelligence and, from that perspective, discuss the conditions necessary to overcome collective action problems in a range of social policy fields. Theoretical sociology (social system theory and rational choice theory) and political theory form the methodological foundations of this paper, which touches on concepts originating in law, psychology, and behavioral economics while reconsidering the conceptual and contemporary problems of social welfare state theory. The term “civilized” connotes the modernization of the Marshall tradition in citizenship theory.

## 3. Female Labour Participation in the Former East Germany

Mihoko SATOGAMI (Kyoto University)

The labour market situation for female workers has been much more serious than for male workers in the area of former East Germany. Despite severe labour market conditions, female labour participation rate has not drastically decreased. Generally, the unemployed tend to exit the labour market when unemployment period prolongates or their expectation to get a job become low. However this causality has not necessarily applied to the former East Germany. In this paper, I would like to investigate the characteristics and the factors of female labour participation in the former East Germany after the Unification.

# 【C】 History and Thoughts

## 1. Establishment of the definition of “Social Security” in Japan and the influence of Bunji Kondo

ONO, Taichi (National Graduate Institute for Policy Studies)

Upon the acceptance of the concept of "social security" brought to our country after World War II and concrete development of social security system, the "Advisory Council on Social Security (ACSS)" led the discussions within the government. Bunji Kondo (1901-1976) enthusiastically participated in the discussions at ACSS based on his intense pride for knowledge and expertise. His deliberation style was described as "Gladiator" by Hyoe Ouchi. Kondo played a central role to the establishment of the framework of social security in the aspect of both theory and practice, which is often referred as "Social Insurance Centerism". In parallel, he advanced his own discussion on the concept of social security in his own books and articles, and supported the direction indicated by ACSS from the theoretical perspective, for example through criticism about the assertion "from social insurance to social security" in those days.

In this research, the reporter will reconsider Kondo's process to establish the theory of "social security" concept and activities at ACSS in this era, and try to re-evaluate the influence that Kondo has brought to the establishment and development of social security in our country.

## 2. INOUE Tomoichi and TOMEOKA Kosuke, Day by Day

KINOSHITA Jun

In late Meiji, the Bureau of Local Affairs of the Ministry of Interior created a foundation of Japanese social policy, mainly by the lectures on correction and relief work (from 1908) and the lectures on local improvement (from 1909). TOMEOKA Kosuke (part-time employee of the Bureau) led the former, and INOUE Tomoichi (chief of the Prefectural Section of the Bureau) led the latter.

In the last decade, with a group of scholars, I have been preparing to make an annotated edition of *The Foreign and Domestic Policies of the Powers* (1901) and to accumulate a day-by-day chronology of his deeds. My purpose is to find basic historical facts for a study of “Tomoichi Inoue and His Times.”

To complete Inoue’s chronology, we also have to make a chronology of Tomeoka, because this chief of Inoue’s hands energetically traveled throughout the country, hearing from and lecturing to local leaders (notables, village mayors, principals, Shinto and Buddhist priests, etc.). Tomeoka was Inoue’s able and inexhaustible kagemusha.

In this presentation, I would like to sketch a portrait of Inoue by reading their chronologies.

## 3. Formation of Principles of Constructing individual incentive Pay: With a case study of German private Enterprises

Fumiki ISHIZUKA (Tohoku University)

The aim of this paper is to elucidate the origin of the principles which used to help German private enterprises to plan and construct individual incentive pay systems for managers and highly qualified specialists. Further it is also examined why such principles took root successfully in place of another way of thinking. As the main factor which would explicate the reason for dominance of the selected principles, the important historical events (especially outbreak of the WWI, introduction of the war footing regime and aftermath of the WWII) which must have influenced the effectiveness of so-called incentive-intensity is chosen. The present research is based on analysis of the personnel data allowing us to observe the development of patterns of salary payment. It is expected that this work would contribute to find out some important characteristics of concepts underlying the human resource management practiced by German private enterprises, which might show a close analogy to the personnel management widespread among Japanese enterprises as late as the 1990’s.

## 【D】 Activation

### 1. Job Assistance and Crowdsourcing in Disaster-Stricken Areas: A Case study of the Great East Japan Earthquake and Fukushima Nuclear Power Plant Accidents

TAKANO Tsuyoshi (Ritsumeikan University)

The crowdsourcing industry has rapidly developed from 2011 to 2012, since the occurrence of the Great East Japan Earthquake and with the establishment of the industry association in 2014. Crowdsourcing is a way of outsourcing operations to “a crowd of people.” It is a mechanism used to match outsourcing orders with home-based workers on websites operated by crowdsourcing companies. Even in the stricken areas of the Great East Japan Earthquake, in July 2011 we established a council on public and private partnerships and nearly 3000 work opportunities have been provided so far. Also, in August 2012, the Reconstruction Agency announced the “Recommendations on support measures for home-based work

etc. in stricken areas.” The agency also mentioned their intention “to promote job creation including home-based work for those who have difficulties in finding employment such as single parents, women, disabled people, and the elderly in the disaster areas of the Great East Japan Earthquake.”. It was also pointed out that women in particular can easily work and that their standard salary levels should be secured. Therefore, this report considers the actual situation and trends of job assistance and home-based work for people who find it hard to secure employment in the stricken areas of the Great East Japan Earthquake.

## **2. New problems for local support services-Case study on Local support of work preparation and Yukimitsu, NISHIMURA (National Institute of Population and Social Security Research)**

In 2015, the Self-support of Needy Person Act came into force. The “Self-support model” was introduced to welfare services provided by local governments with the aim of promoting participation in social life. Local governments are expected to choose between three types of organizing the employment preparation support project and the household counseling project that are arbitrary to local needs. In addition to the welfare type of support that is still prevalent in and after 2015, we found two new types of support. In the welfare and employment type, local governments provides supports in cooperation with and employment placement agencies. In the comprehensive household type, local governments provides supports in cooperation with all local support agencies therein.

I present the situation of support services that are newly managed by local governments and examine possibilities and issues regarding support systems which are found in only a few local governments. My analysis is based on interview data from staff members of seven employment placement agencies including the Prefectural Labor Bureau and a local government recognized as an advanced example of the comprehensive household type in Japan. My presentation is focused on influence on the work of local government personnel by investigating changes brought about by the one-stop service system and cooperation system, the reformation of local government, and the cooperation of local government and local welfare services.

## **3. Supporting youths through bridging a bridge to education: bridge-building project in Denmark**

**Takeshi SHIMAUCHI (Ritsumeikan University)**

The aim of this presentation is to discuss “bridge-building” project helping the young people in recent years in Denmark. In Denmark, social assistance scheme was reformed in 2013, and new educational aid benefit (uddannelseshjælp) has started from 2014. The young people under 30 years old who do not finish enough education is obliged to get down to education with receiving the new benefit. However, it is difficult for the young recipients facing various problems to begin to start education immediately. The bridge-building give readiness for education to those vulnerable young, that is the project bridging to education. Schools practice the bridge-building. The project is a new challenge in terms of helping young social assistance recipients in school education system before active labour market policy. In the presentation, we consider the Danish activation policy through the school education with describing an outline of the bridge-building and relationship between schools and other institutions that are based on an interview with the Danish school.

## **[E] Medical Security**

### **1. Risk Structure Adjustment in Germany's Health Insurance**

**Katsuaki MATSUMOTO (Kumamoto Gakuen University)**

In Germany, the right of the insured to choose an insurer was vastly expanded in the mid-1990s with the aim of improving the quality and efficiency of public health insurance benefits, prompting competition among insurers to acquire customers. In conjunction, risk structure adjustment was implemented to create preconditions for fair competition. Through this risk structure adjustment, the financial impact on insurers based on differences in risk structures, such as the age composition and income levels of the insured, is adjusted. This results in the removal of incentives for insurers to attempt to acquire younger customers with high incomes as a way to 'select risk' and gain competitive advantage.

After implementing this system for risk structure adjustment, revisions have been made, such as expanding the scope of the risk in question. However, the need for further reform is currently being debated.

This report examines risk structure adjustment; clarifies its significance, impact and issues and provides an overview of future directions for reform.

### **2. French and German Reform Policies for Health Insurance Aimed to Increase Disease Prevention: A Focus on Responding to Chronic Diseases**

**Yumi MATSUMOTO (Oita University)**

Due to increasing healthcare costs attending aging populations in Japan and European countries, preventing disease and its worsening are important policy issues. Much like Japan, France and Germany have had healthcare systems focused on health insurance while implementing various reform measures aimed to strengthen disease prevention.

Among these measures, much attention has been focused on the responses to chronic diseases. In France, prevention and appropriate management of chronic diseases is promoted through the preferred doctor scheme and by providing success-based compensation. On the contrary, Germany is seeking to provide better healthcare for chronic disease patients through an "integrated supply" framework and a "disease management program" for those suffering from diabetes and other diseases, as well as through better collaboration among service providers.

This paper examines and compares the various measures for increasing disease prevention implemented in France and Germany while discussing the positioning and roles of medical insurers, administrative agencies, and service providers.

### **3. Legal issues concerning health care for the public assistance recipients**

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

In recent years, the optimization of medical assistance expenses has become a political issue. One of the points of the issue is the health care for the public assistance recipients. As efforts by the public medical insurance insurers to prevent onset and progression of lifestyle-related diseases, such as specific health checkups and specific health guidance, are implemented for the insured person, it is also considered to implement similar measures for the public assistance recipients, thereby optimizing medical assistance expenses.

From the viewpoint of promoting self-support of the public assistance recipients, health care for them is required to be appropriately performed. However, if it is supposed to perform health care under the

current Public Assistance Act, it may be done as guidance or instruction to them, so in some cases it may restrict their freedom. In addition, considering it may eventually lead to suspension or discontinuance of public assistance if not following the guidance or instructions, it is necessary to secure both respect for freedom of the public assistance recipients and effectiveness of support to them to examine the issue.

Therefore, this paper intends to discuss the legal issues with the public assistance system concerning health care for the public assistance recipients.

## **【F】 Poverty**

### **1. Multidimensional poverty analysis of low-income households of people with disabilities in Korea—Utilizing the Korean Welfare Panel Data**

**Youngjong KONG (Bukkyo University)**

According to the data of Statistics Korea, the relative poverty rate of households of people with disabilities has been on a declining trend, from 36.3% in 2012, to 34.5% in 2014, and finally 31.3% in 2016. This has led to the assessment that substantial policy efforts have contributed to the reduction of poverty.

On the other hand, however, structural changes in households of people with disabilities, such as aging and the increase in single-person households, are bringing about changes in the condition of poverty itself. There are indications that this change is making the conditions of poverty increasingly severe in households of people with disabilities. To put it differently, the condition of poverty cannot be ascertained by rate alone, and research that utilizes multi-faceted analysis is required.

Accordingly, this study analyzes the trends of multidimensional poverty indicators using the Korean Welfare Panel Data, from 2006 to 2015. In particular, by analyzing the Squared Poverty Gap Ratio, which hasn't been featured in previous studies on poverty in households of people with disabilities, it is anticipated that it will be possible to ascertain even further the condition of poverty in those households.

### **2. Assessment of lives by calculation: The characteristics of public assistance casework in post-war Japan.**

**Masashi YAMABE (Hitotsubashi University)**

Recently, an ideal of public assistance has been self-reliance, which entails more than just economic self-reliance. However, it has been said that the public assistance implemented by caseworkers—sometimes called “keisan-workers”—has been impersonal and that it has not supported the self-reliance of clients. In this study, by clarifying the characteristics of caseworkers' practices from a historical perspective, I argue two points. First, the policy-making processes are insufficient to explain the implementation of public assistance; therefore, we need to explain it based on the analysis of implementation processes, especially the work of caseworkers. Second, in the study of public assistance social work, it would be more fruitful to explore the kind of “casework” it accomplishes and elucidate the actual states of multiple “casework” than to presuppose a specific “casework” beforehand.

### **3. An analysis of poverty dynamics in Japan: A panel data analysis**

**Kazuki KAMIMURA (Kyoto Sangyo University)**

The relative poverty rate in Japan has been on an upward trend in recent years. According to the latest estimate based on Comprehensive Survey of Living Conditions, relative poverty rate in Japan is about 16%.

The upward trend of poverty rate itself is of course a serious social problem. If it is difficult to escape from poverty, the situation is more serious. However, since Ishii and Yamada (2009) and Ishii (2010), there are only a little studies of poverty dynamics in Japan.

In this paper, using microdata from Japan Household Panel Survey, I analyze poverty dynamics in Japan employing probit model and ordered probit model. Definition of poverty in this paper is based on equalized household income. As a result, I confirm whether a household is in poverty in one year is affected by previous year's poverty status.

## **[G] Labor and Industrial Relations**

### **1. Consideration of the labor regime in the interwar period in Japan by Kaldor model**

**Jun FUKUDA (Doshisha University)**

It is commonly accepted opinion at economic history that the labor demand absorb mechanisms were weak in the Japanese heavy chemistry sector in the 1930s, even though this sector in Japan had grown rapidly. The purpose of this study is to question the assumption by implementing the Kaldor model, which belongs to post-Keynesian economics. The characteristics of the Kaldor model are that dynamic increase return is premised, instead of decrease return in neo-classical economics. Labor regimes are composed of a profit-lead labor regime in which labor demand growth rate increases if profit share increases and wage-lead labor regime in which labor demand growth rate increases if wage share increases. My hypothesis, based on existing research, is that Japanese heavy chemistry sector in the interwar period had a weak profit-lead labor regime. Using data from Long Time Economics Statistics (LTES) database, which can be downloaded from the homepage of the Research Centre for Information and Statistics of Social Science, Institute of Economic Research, Hitotsubashi University, the model constructed by Rada is used to determine regime estimation.

### **2. The Plan of Conversion to Industry-wide Union in the Japanese steel industry.**

**Hiroaki FUJII (Kanazawa Seiryō University)**

In post-war Japan, there were the conversion plan to industry-wide union and attempted to achieve that. The purpose of this paper is to examine the conversion plan of the Japanese Federation of Iron and Steel Worker's Unions hereinafter referred as to "JISU" by research documents of meeting in JISU.

The subcommittees for conversion plan had been held four times from 1953 to 1959 in JISU. After that, the report of subcommittees was submitted in the 16th national convention of JISU.

The reported plan showed prospect of conversion from company-based union into industry-wide union. According to the report, the industry-wide union was organized by central headquarter, regional headquarters and branches. Central headquarter and branches had the original rights of negotiation and strike. If the rights were transferred to regional headquarters, negotiations and strike could be exercised at regional level. And, temporary workers and contract workers were allowed to be members of JISU.

### **3. 'Bankruptcy' of a school corporation and industrial relations: the case in Fukuoka Prefecture**

**Katsuhide ISA (Seinan Gakuin University)**

Back in the era of high-speed growth, there occurred a fierce and long-lasting labor disputes triggered by the 'bankruptcy' of a school corporation known as "Fukuoka-Denpa Gakuen Case" in Fukuoka Prefecture, which drew much public attention at that time, However, this case, despite the fact that it

got heavy media coverage nationwide and was deliberated even at the Diet back then, has been forgotten afterwards, and no organized documentation has been made about this dispute so far. But, given that there are not a few similarities between the environments and issues facing school corporations including private universities of that time and those of today, we arguably can learn a lot from this experience even now. The purpose of this study, therefore, is to reconsider the historical backdrops, processes and contemporary relevance of this dispute from the standpoint of social policies (specifically labor policy and education policy), using primary materials left by Fukuoka-Denpa Gakuen Teachers' Unions, as well as secondary source materials such as news articles at that time.

## **【H】 Care**

### **1. Establishing Visiting Home Care Service (Home Helper) System and Intellectual and Professional Development needs of Service Providers**

**Mieko YASUDA (Hanazono University)**

The Integrated Community Care System is continuing to evolve. In various areas of Social Services, collaboration needs among occupational services field are self-evident and quite important. And for people who are living at home with various disabilities, their quality of life depends substantially on availability of services from Home Care workers. Unfortunately, there exists today continuing shortage of Home Care work force causes of which include a high rate of attrition and limited new entrants to this career field. Today's reality is that visiting Home Care Service workers are too often being utilized to mostly provide services related to domestic chores. The lives of people with disability are often complex and need services beyond simply dealing with house chores. The intellectual and professional skills of visiting Home Care workers should include ability to assess specific as well as holistic needs of their clients. Additionally, care givers must be able to adjust the provided services based on changing circumstances of clients' life style and disability status. In order to deliver high quality home care and improve retention and morale of care givers, it is important to provide educational system that imparts intellectual and professional skills to Home Care Service workers. By organizing and analyzing existing surveys and interview data of home care workers, above observational report is presented.

### **2. Economies of Scale and Scope: A case of the long-term care services for the elderly**

**Nobuko KANAYA (Hiroshima City University)**

The long-term care services for the elderly (LTCS) established the quasi market and has since attracted many for-profit and non-profit providers. As of today, for-profit providers account for more than half of the market in some LTCS. Therefore, it is important to investigate the service performance depending upon the ownership of the providers. In this study, we focus on the economies of scale and scope of LTCS in Japan.

Economies of scale represent cost efficiency by extending the firm size, and economies of scope denote cost efficiency by expanding the product line to increase profits. LTCS corporations sometimes operate more than one provider for the same service as well as different LTCS, including residential and institutional care. It is expected that running different services may help the providers increase their revenues by enclosing users. It is expected that for-profit corporations may seek profit maximization than non-profit corporations. However, whether seeking scale and scope of economies is more evident in for-profit providers than non-profit ones has not been explored in previous studies.

This study compares and explores such behavior of non-profit and for-profit corporations by analyzing the extension of similar services and service lines.

### **3. The Current Situation and Issues Related to the Comprehensive Community Care System for Elderly in Rural Areas**

**Nobuko NISHINA (Kumamoto Gakuen University)**

The Comprehensive Community Care System (CCCS) aims at building systems that allow elderly needing care to continue living in their home communities by making use of social resources. Japanese Elderly Care Insurance, however, is designed to rely on market provision of social resources and markets sometimes fails to provide enough for their needs.

This study is focused on the phenomenon of the CCCS in a rural area where the population is decreasing, leaving few service provider choices for elderly care and straining resources. This is due to a couple of reasons.

First, in this rural area 90% of households own their own homes. Most families inherit their homes from previous generations. Incomes are average or low. The population decline started with the period of high economic growth in 1960s~70s. The percentage of elderly households remains much higher than the capital city of the prefecture.

Second, as a result, there are numbers of vacant houses because of the decrease in the number of households. This situation should trigger the provision of the Small Scale Multifunctional Service Facilities, but it does not always appear to be provided in the market.

An interesting phenomenon is that, because of the desperate lack of services caused by the market dysfunctions, the residents themselves start to provide the services they need. Also government subsidies are thought into those area to provide services. In other words, the market dysfunction creates new employment and new services. This study will analyze a few of these cases and will discuss the actual conditions and issues surrounding these cases. Interesting phenomenon is that residents of the area start to create services they need by the incident of desperate lack of services by the market dysfunctions. In another saying, the market dysfunction creates new employment and new services. In this study it will analyses a few cases and discuss about the actual conditions and issues of the cases.

## **【I】 Welfare State**

### **1. The meaning of co-production in Japanese welfare service provision system.**

**Tomoko ODAMAKI (Matsuyama University)**

Previous research defines the concept of co-production as enhancement of the quality and/or quantity of services for users through voluntary efforts in public service provisions by professionals and users. Vincent Ostrom who is a public administration researcher introduced the concept in the 1970s. Firstly, the study discusses the efficiency of co-production from Parks et al (1981), which is a major previous research promoting the application of the concept to public service fields. Secondly, the study examines the difference between co-production and the theory of welfare society or citizen participation on The Integrated Community Care System by the Japanese government. Implications of these findings are in light of attention to switch from the service provision theory that is “who should provide services” to the initiative theory that is “who should be at the center of the decision-making system” in the Japanese welfare service provision system.

## **2. Changes in welfare governance in France: Focusing on institutions and discourses of “social economy”**

**Kazumu NOZUE (Hitotsubashi University)**

In Europe, the “social economy” is used as a general term for an organizational form that includes cooperatives, mutual societies, non-profit associations, and foundations. Although many practitioners, researchers, and policy makers consider the social economy suitable for welfare state restructuring, the positioning of the social economy in the transformation of welfare governance is still debatable. This report attempts to clarify the changes in welfare governance in France by focusing on the institutions and discourses connected with social economy reforms since the 1970s. First, this report examines the transition and content of the legal system centered on the “loi d’économie sociale” (1983) and “loi d’économie sociale et solidaire” (2014). Second, it examines newly positioned discourses and the development of discourses in social economy reforms in France. Finally, from the perspective of welfare state restructuring, this report considers the transformation of welfare governance coupled with the social economy.

## **3. Discussion on the relationship between the various welfare state and the category of social capital**

**Mayuko KITAI (Ritsumeikan University)**

There are two views about the relationship between welfare state and social capital: the institution-centered view, which assumes that generous welfare state positively affects social capital as mainly seen from the discussion about social capital in Sweden; and the society-centered view, which assumes that strong welfare state may weaken social capital. However, these two views had different perspectives on social capital, and it is not well discussed about the complexity of relationship between social capital and welfare state. Besides, while social capital is often considered as the alternative means of providing welfare services from the network perspective, the lack of perspective on welfare state may lead to the tendency of losing sight on the negative effects towards social capital.

This paper aims to investigate the relationship between welfare state and social capital in terms of the nature of trust.

# **【J】 Social Security Budget**

## **1. The reforms of the Swiss social security in 1990s.**

**Yuta KAKEGAI (the Graduate school of economics, Keio University)**

Among the most developed countries in the early 1990s, the so-called neoliberal trends can be seen in accordance with the economic downturn and financial deterioration globally. To a certain extent, there were also similar trends in Switzerland, which were caused by the reports published by business persons and economists. According to these reports, some neoliberal measures were launched including the privatization of the public sector. There were also the same trends of fiscal retrenchments in the agenda of the Swiss social welfare. As the main engine of deterioration of fiscal balance in the early 1990s were the increase of the unemployment rate and unemployment compensation, the most of main social welfares including the employment policies, the old basic pension, and the health care were naturally targeted in this trend. Through the simultaneous reforms in these three fields mainly in 1993-

1997, certainly they realized a fiscal retrenchment to a certain extent. These reforms, however, include “compromises” to political actors and, if not, their proposals were rejected in the national vote. Thus, these reforms became only more moderate measures for the retrenchment than initially planned. It can be said that Swiss unique political and institutional factors strongly influenced in the reform as well.

## **2. Medical expenditure projections of a citizen’s health insurance plan using dynamic microsimulation**

**Mayu FUJII (Hokkaido University of Education)**

Since enrollees of citizen’s health insurance (CHI), a community-based health insurance, are, on average, older and have lower income than those of employment-based insurance, how to reduce its financial instability has been an important policy issue. Analyzing the evolution of demographic and economic characteristics of CHI enrollees over time at an individual level, and understanding how the changes in the distributions of their characteristics would affect future medical expenditure could provide basic information to discuss effective policies that aim to stabilize the CHI’s financial status. However, due mainly to data restriction, relatively few research has conducted such an analysis so far. Utilizing administrative records in annual panel data from a CHI plan, this study attempts to present a discrete-time dynamic microsimulation model that allows updating characteristics of the enrollees at an individual level over time based on transition probabilities. Then, the model is used to project the distribution of the characteristics of the enrollees and their medical expenditure in the future.

## **3. “Sustainability” of the Public Pension under the Finite Period of Financial Equilibrium and the Replacement Ratio.**

**Hirokazu YOKOYAMA (Aichi University)**

The framework of public pension was changed from the “method adopting the period of financial equilibrium in perpetuity” to the “finite period of financial equilibrium” by reforms of the public pension in 2004. Under this framework, actuarial valuations are to be conducted once every five years, and future benefit levels are to be automatically adjusted so as to achieve equilibrium between future benefits and predicted available financial resources over a financial equilibrium period of around 100 years. It means that achieving “solvency” is approximated to achieving “sustainability” by repeated actuarial valuations which aim to converge reserve ratios at the end of the financial equilibrium periods on 1. What matters is then that how far the benefit level must be fallen to achieve “sustainability”.

In this context, we will examine following three aspects. First, we clarify effects of socio-economic variables to “sustainability”. Second, we clarify what achieving “sustainability” by the repeated implement of actuarial valuations adopting the “finite period of financial equilibrium” means. Third, we estimate the benefit level achieving “sustainability” under several socio-economic assumptions.

## **【K】 Women’s Work**

### **1. Young single women who stay unstable employment**

**Yuko IJIMA (Hitotsubasi graduate school)**

Since the late 1990s, the circumstances surrounding the employment of young people has changed dramatically. A new graduate recruitment system that shifts from school to work without any interruption has begun to collapse and one of three young people in their 20s and 30s force to stay in unstable employment. Among young people who can not see the future from unstable employment

situation, there are many who continue to stay in a part-time. However, in many cases, it is men, not females, that are recognized as difficult situations. Then, I've analyzed young women who are in non-regular job or unemployed state based on hearing survey.

## **2. Work conditions and life strategies among single mothers**

**Kei SUEMORI (Nihon Fukushi University)**

Previous studies on single parent families suggested that they tend to face the difficulties in their life. However, how they reacted their situation was not cleared. This study examined the relations between work family conflict and living strategies among single mothers in Nagoya city. The results suggested that higher work family conflict related scaling back strategies from work commitment. These living strategies make them more difficulties in their economic life.

## **3. Employment and Child Rearing of Single-Mother Families**

**Satoko TANAKA (Prefectural University of Hiroshima)**

The purpose of this study is to clarify how the employment status of single-mother families affects child rearing. The research method analyzes the questionnaire survey targeting the members of the Single Parents and Children's Welfare Associations in Japan of the Kinki region administered in 2015. The results revealed that 1) more than 50% of regularly employed mothers return home after 19:00. The time for returning home is later in the case of irregular employment than regular employment. Even if youngest child is under 12 years old, more than 30% of mothers come home after 19:00. 2) The rate is 49% for regular employment and 60% for irregular employment showing an economic struggle. 3) Employment affects the time spent with children in more than 60% or cases, affecting children's lifestyle in more than 50% of cases, and affects teaching of living skills such as housework in more than 50% of cases. There are single-mother families that cut down on living expenses and securing child-rearing time.

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# **[L] Social Insurance**

## **1. Explaining Institutional Change in Public Pension System in Japan and Korea: Historical Institutionalism and Policy Transfer Perspective**

**Sungbok PARK (Graduate School of Economics, Kyoto University)**

This study analyzes public pension reforms in Japan and Korea based on Historical Institutionalism (HI) and Policy Transfer (PT) perspective. A literature of HI emphasizes the tendency to path-dependence or gradual institution change in that initial institutional choices constrain the options for future reform, while PT perspective emphasizes path-departure through learning from the abroad for which generate many of opportunities for reform. By attempting to incorporate the insights from each perspective, it is expected to offer a well-structured framework for an analysis of causal mechanism in institutional change. Regarding the public pension reform in Japan and South Korea, especially focusing on the historical dynamics of the financial architecture- i.e. contribution-based or tax-based and funded or PAYG, the study explains the mechanism how the initial choices affect the downstream reforms. It is also considered that how pension reform outcomes already implemented in the Europe and the USA affect these two relatively late-comer countries. The study is expected to suggest a novel perspective that new policies and institutions are

transferred within the scope of maintaining the structure of the existing system.

## **2. Establishment of Universal Healthcare System and Its Significance**

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**SENO Mutsumi (Kyoto University)**

After World War II, National Health Insurance was rebuilt, and in 1961 the universal healthcare system was established. From that time, why the insurance system was established whilst concerned about the vulnerability of the financial base. Analyzing the formation process of the institution centering on National Health Insurance using analysis viewpoints on how to treat people leaking from medical care. Under the turmoil of medical care after the war, the character of the medical system as a "device to collect insurance premiums" and the combination of public health characteristics such as how to receive medical care are all considered to be the essence of the insurance system. Although the modern medical insurance system shows an increasingly complicated appearance, by analyzing this period, it is possible to obtain clues to think about modern medical insurance. As a method, qualitative research mainly focuses on the oral history of former Health and Welfare Ministry bureaucrats, discourse minutes and newspaper discourse analysis.