

## **Abstracts**

### **NITTA Michio, Dual Structure of Non-regular Employment in Japan**

This paper deals with non-regular employment in contemporary Japan. It is critical to understand complex structures of employment categories in the labor market and properly grasp the relationships among those categories. It reveals: 1) Increase of non-regular employees is in large part the results of declining self-employed sector. 2) Sudden rise of the share of non-regular employees in 2001 is partly due to a change of questionnaire in key employment statistics, 3) The share of fulltime-type non-regular employees such as 'limited-term contract workers' or agency temporary workers is increasing compared to the parttime-type non-regular employees such as 'Paato' or 'Arubaito'. The policy focus should be on the former type. The paper suggests that one option to improve the conditions of those new type of non-regular workers could be revision of minimum wage system.

### **SANO Yoshihide, Firm's appointment system to regular employee from non-regular employee and job experience of non-regular employee: What is necessary for skill formation of non-regular worker?**

In this paper, I paid my attention to the difference at the opportunity of the skill formation between regular worker and non-regular worker as an undesirable "gap" among worker and, as a measure in the human resource management which could diminish the "gap", examined an effect of the appointment system to the regular employee from non-regular employee. As a result of analysis, it becomes clear that when a company takes in the appointment system, opportunities when non-regular employee experiences various jobs in a company opens, and opportunities to improve their skill increase. Therefore, for diminishing the "gap" of the opportunity of the skill formation between regular employee and non-regular employee, it is important that the appointment system to regular employee from non-regular employee spreads among companies.

### **NAKAMURA Keisuke, Non-standard work and community- two chances of revitalizing Japanese labor unions**

After the total number of Japanese union members hit the highest in history in 1992, 12.7 million, it had been decreasing until 2006. The trend of decline in union membership

stopped in 2007. The most important factor is that enterprise-based unions have been actively involved in organizing non-standard workers such as part-time workers and contract workers. Those unions which are eroded by unorganized non-standard workers actively start to organize them, perceiving two kinds of crises, one in collective voice mechanism and the other in representation. On the other hand, community-based unions have recently become conspicuous in regions, although they do not contribute so much to the stoppage of the decline trend. The community-based unions, following general unionism, organize workers working for small-sized companies, regardless of industry, trade, and employment form. They provide safety net for workers in relatively bad working conditions. These new developments may give Japanese labor unions an opportunity to revitalize themselves.

**ARITA Shin, Inequalities in the Korean Labor Market with a Focus on the Concept of “Non-standard Workers”: A Comparison with Japan**

The definition of nonstandard workers may vary across countries. This paper examines how this concept has been applied to Korea and who have been regarded as “nonstandard workers” in the employment structure in order to explore inequalities in the Korean labor market. Although the category of “temporary and daily workers” in the Economically Active Population Survey actually works as a criterion to differentiate disadvantaged workers from others in terms of employment stability and rewards, most of their disadvantages can be attributed to the fact they work for small firms to which labor standards have not been fully applied. In conclusion, as compared to the situation in Japan, in Korea, the distinction between standard and nonstandard workers is vaguer and has less independent effects on workers’ status.

**TSURU Kotaro, “Reform of temporary employment regulation to mitigate the problems of inequality”**

Widening income inequality over the past decades is related to the growing use of temporary employment as well as an increase of aging and single-person households. Seniority based wage and introduction of termination payment would be effective to reduce the wage gap and compensate employment instability for temporary workers. In addition, more varieties of contract within temporary and regular employment are likely to fill the institutional gap between regular and temporary workers. Government has an important

role to mitigate the problems of inequality, but its policies should be based on the principle of "necessary support for people who need most". In this sense, an appropriate policy measure for low income persons is not an increase in minimum wage but the introduction of earned income tax credit (EITC).

### **MIZUMACHI Yuichiro, A Comparative Study on the Objective Grounds to Justify Different Treatments between Regular Workers and Non-regular Workers**

The purpose of this article is to analyze the legal principles on the equal treatment between regular workers and non-regular workers (for example, part-time workers, fixed-term contract workers and temporary workers) and to have some lessons to Japan from the viewpoint of comparative study of law. Especially, it focuses on the contents of the objective grounds to justify different treatments between regular workers and non-regular workers in French Law and German Law.

Through this work, we can observe the flexibility of the application of the legal principles on the equal treatment between regular and non-regular workers to adapt them to various situations of these workers. These analyses give some important lessons to the political and/or theoretical discussions on the revisions of the Part-Time Work Act, the Worker Dispatching Act and the formulation of a Fixed-Term Labor Contract Act in Japan.

### **UNO Shigeki, A Political Philosophy on Labor and Inequality**

This article focuses on the problem of labor and inequality from the perspective of political philosophy. In contemporary society, labor is important not only as a source of productivity, but also as a social relationship and an opportunity for self-realization. On the other hand, inequality divides the society by aggravating the sense of unfairness among its members. This shows the importance of the theme of labor and inequality for political philosophy, but these two themes haven't been fully discussed by political philosophers. The article analyses the reason of their reluctance in the history of political thought. And by comparing three contemporary political philosophers, Dominique Méda, John Rawls and Antonio Negri, it considers the future possibility of political philosophy for the problem of labor and inequality.