

Osaka Gakuin University 2023-2024 Spring Semester

Japanese Labor Market and Employment

Jo Kirihara

E-mail: blueflag747@gmail.com
Lesson: Mondays & Thursdays 15:30-17:15
Subject code : 2031

Course Description:

This course looks at the changing labour market and employment situation and raises the issues confronting the Japanese government. From the new guidelines proposed by *Keidanren* (the Japan Federation of Economic Organizations) at the time of 2020 job hunting process for college students to the impact of COVID 19, various problems which existing workforce face, students will learn about the rapidly changing Japanese labour market, and the environment surrounding workers of men and women. In the end of the course, up-to-date knowledge of the Japanese labour market and its environment, and the related issues will be discussed. Students will have a better understanding of the changing Japanese labour market and employment trends as well as different views on the Japanese work ethic.

Resources

Handouts will be provided in each class.

Evaluation

Assignments & participation (10%)
One-minute presentation (10%)
*Visiting Foreign Employment Center & opinion paper (10%)
Research project (20%)
Final exam (50%)
*Visiting schedule will be announced later in class.

Notes:

No previous knowledge about Japanese labour market is required. Students with great interest in understanding the Japanese workforce get the most benefits from this class. Details of a field work, one-minute presentation, and research project will be given in class.

Course Schedule:

- Week 1: Course Introduction
Overview of Japan's work environment
Employment Status
- Week 2: Traditional employment practice
Current periodic hiring system and its history
Practice writing ES, taking SPI/Web test & interviews
- Week 3: Changing hiring process and its concern
Structural reform of employment system
One-minute presentation at Job interview
- Week 4: Issues facing the Japanese labour market
Current issues at workplace-① Death from overwork,
Hikikomori, nursing, black company & harassment, etc.
- Week 5: Changes in the Japanese labour market
Current issues at workplace-②
Working hours, environment & conditions
- Week 6: Dealing with globalization
Current issues at workplace-③
Diversification, seniority vs merit system, salary & benefits
- Week 7: Characteristics of the Japanese employment & labour market
Labour population, unemployment rate, in-house trainings etc.

Week 8: Trends in employment

Employment of youth, older persons & foreign workers
Changes in female labour force and market participation

Week 9: Employment disparities

Wage gap by age, gender, and employment status:
Gap between regular employees & non-regular employees

Week 10: Transformation in employment-①

From baby boomers to digital generations
Declining birth rate and aging population

Week 11: Transformation in employment-②

Measures to counter labour shortages
Utilization of female workers: from

Week 12: Changing labour market

Promotion of work-life balance
Housemakers to dual income family & DNKS
Coexisting with Ai, foreign workers & issues to address

Week 13: Research project & Final Exam