

Osaka Gakuin University 2019-20 Spring Semester

## Japanese Labor Market and Employment

**Instructor : Jo Kirihara**

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Lesson: Wednesday & Friday 14:30-16:00  
Office Hours : N/A  
Subject code : 2031

### Course Description:

This course looks at the changing labor 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) for the year 2020 job hunting process for college students to various problems which existing workforce face, students will come to understand the rapidly changing labor market and the environment surrounding workers of men and women. Toward the end of the course, up-to-date knowledge of the Japanese labor market and the related issues will be acquired. As a result, students will have a better understanding of the changing 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 (30%)  
One-minute presentation (10%)  
Field trip & opinion paper (10%)  
Final exam (50%)

### Notes:

No previous knowledge about Japanese labor market is required. Students with great interest in understanding the Japanese workforce get the most benefits from this class. Details of a field trip, 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 practices  
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
- Week 4: Issues facing the Japanese labor market  
Current issues at workplace-①  
NEET, death from overwork, black company & harassment
- Week 5: Changes in the Japanese labor 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 & labor market  
Labor population, unemployment rate, in-house training etc.

Week 8: Trends in employment

Employment of youth, older persons & foreign workers  
Women's labor force and participation rate

Week 9: Differences in employment type

Wage gap by age, gender, and employment type:  
Regular worker vs non-regular worker

Week 10: Transformation in employment-①

From baby boomers to digital generations  
Aging population and declining birthrate

Week 11: Transformation in employment-②

Measures to counter labor shortage

Week 12: Changing labor market -①

From baby boomers to digital generations  
Promotion of work-life balance

Week 14: Changing labor market-②

Coexisting with AI, foreign workers & issues to address

Week 15: Research project & Final Exam