

Osaka Gakuin University 2018-19 Spring Semester

Japanese Labor Market and Employment

Instructor :

Jo Kiriwara

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Lesson: Wednesday & Friday 14:30-16:00
Office Hours : N/A
Subject code : 2031A (First half,15 classes)
2031B (Second half,15 classes)
2031C (Full course,30 classes)

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

2031A/2031B	2031C
Assignments & participation (30%)	Assignments & participation (30%)
One-minute presentation (10%)	One-minute presentation (10%)
Field trip & opinion paper (20%)	Field trip & opinion paper (10%)
Mid-term/Final exam (40%)	Final exam & Research project (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:

2031A & 2031C:

- Week 1: Course Introduction
Overview of Japan's work environment
- 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 : Mid-term Exam
- (Evaluation for students only taking 2031A)

2031B & 2031C (cont.) :

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