

Osaka Gakuin University 2024-2025 Spring Semester	
Japanese Labor Market and Employment	
Jo Kiriara	
E-mail:	blueflag747@gmail.com
Lesson:	Mondays & Thursdays 15:30-17:15
Subject code :	2031
Course Description:	
<p>This course is designed to study the rapidly changing labour market and employment situation in Japan and learn about the problems facing the government. By addressing some of the major issues Japanese companies face, students will learn about the current state of Japanese labour market and its environment surrounding workers of men and women, seniors and foreigners. Considering the challenges facing Japan will provide a good opportunity to think about the situation in your own country. Students will also have a better understanding of the different views on the Japanese work ethic.</p>	
Resources	
Handouts will be provided in each class.	
Evaluation	
<p>Assignments & participation (20%) One-minute presentation (10%) *Visiting Foreign Employment Center & opinion paper (10%) Research project (20%) Final exam (40%) *Visiting schedule will be announced later in class.</p>	
Notes:	

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

Week 8: Trends in employment

Employment of youth, seniors, retired & 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 foreign workers: working visa, status of residence

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