Labor Supply, Skill Development and Economic Growth after "Lewisian Turning Point" An Institutional View

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ENDO Koshi, Meiji University
endokosh@kisc.meiji.ac.jp
Japan’s Society after "Lewisian Turning Point"
Japanese Employment Practices (JEPs)

- **Condition:** Stable Employment of Workers based on High Business Growth resulting partly from Demographic Bonus

- Insufficient Exercise of Female Workforce
  - Employment Discrimination against Women and Non-regular Employees

- Dependence of Regular Workers’ Skill Development on Employers
  - Low Rate of Unemployment for the Youth
Chart – Annual Earnings from Work

Source: Annual Report of Labor Force Survey, MIC.2012. Table II – A-4
Japan’s 1960’s System: Collapsing after the 1990s

- **Reason:** Loss of Conditions for JEPs
- **Reason:** Changing from Male Breadwinner Family to More Diverse Family Structures

- Business Stagnation due to Insufficient Usage of Able/Skilled Women and Foreigners…
- Increasing Rate of Unemployment and Non-regular Employment among the Youth
- Single Parent Non-regular Employees Poverty across Generations
Western Countries after the 1960s

- From Male Breadwinner Family to Diversified Family Structure
- Naturally Job-based Employment Practices
- Sufficient Use of Able and Skilled Women, Foreigners and ⋯
- Easy to Prohibit Employment Discrimination by Law
- Problem: High Rate of Unemployment for the Youth

Developing Skills of the Youth to Enhance their Employability
China after "Lewisian Turning Point"
A Different Course from Japan and Western Countries

- “Turning Point” after Achieving Equal Employment between Male and Female workers – World New?
- “Turning Point” after Reaching “Knowledge Economy” Stage – World New?
- Vague “Turning Point” due to Large and Diversified Territory?
- Naturally Job-based Employment Practices
Some Policy Agendas
Preparing for the Course after "Lewisian Turning Point" in China

- A Lesson from Japan: Establishing Programs of promoting Equal Employment for Migrant Laborers and Regular City Workers
- A Lesson from Western Countries: Establishing Programs of Developing Skills of the Youth to Enhance their Employability