

# Non-regular Employment and the Working Poor

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## I. Introduction

Poverty in Developed Countries

Working Poor



What are the causes of this poverty that affect our future?

“Non-regular Employment”



## II. Method

Studied respective countries through books, references and the Internet



Shared compiled information to retrieve major focus



Participated in two fieldworks followed by more literature research

## III. Content

### ① Common Issues of Non-regular Workers

- Unstable employment
- No insurance coverage & no financial independence
- Inadequate career path
- Difficulty voicing workers' claims
- Uncompensated paid vacation
- Insufficient "SOCIAL SAFETY NET"

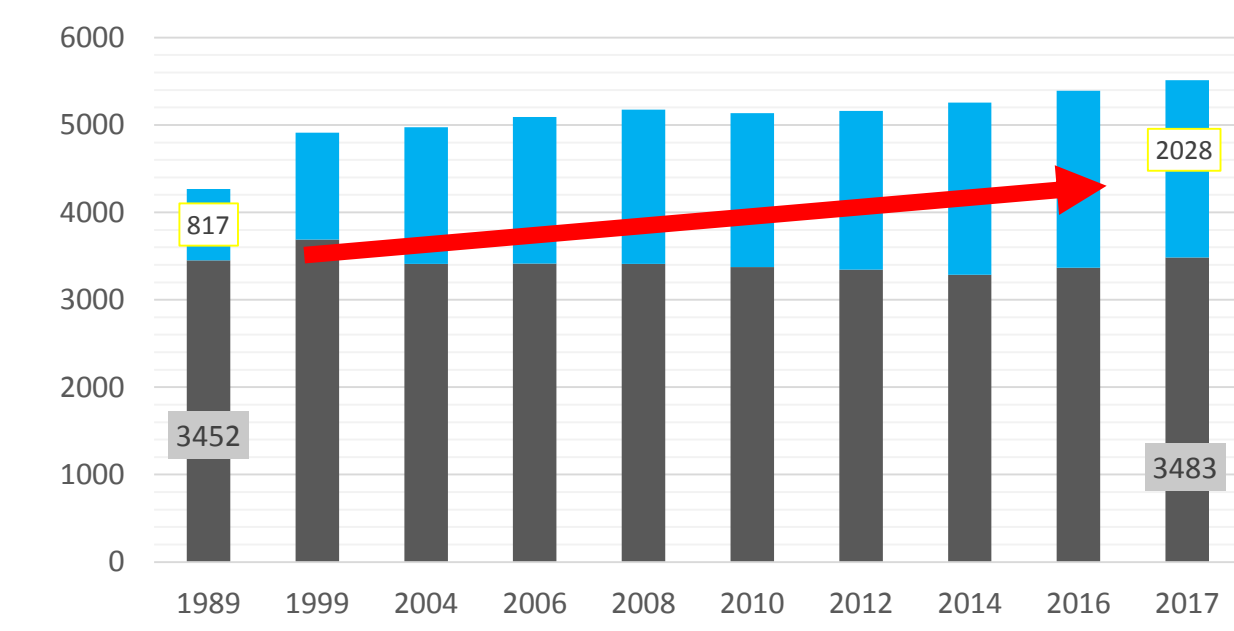
[Ref: Ministry of Home Affairs, "Vision for a Preferable Working Style"]

result

Working Poor

### ② Japan

Improving Japanese Economy



- 37.3% : non-regular workers
- 14.2% : involuntary non-regular workers

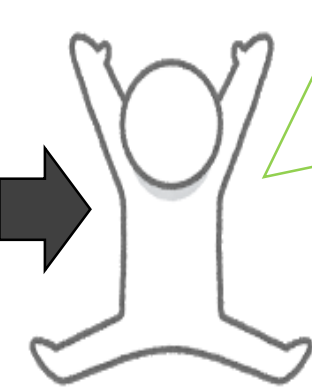
→ Both rates are down (2017)

[Ref: Ministry of Health, Labor and Welfare  
The situation and issues of non-regular workers]

< Japan's Policy >

In 2013 : Revision of the Labor Contract Law

Non-regular worker working for consecutive five years



can become a regular worker

Many problems still exist

- Low minimum wage
- Weak position

Activists speak out!!



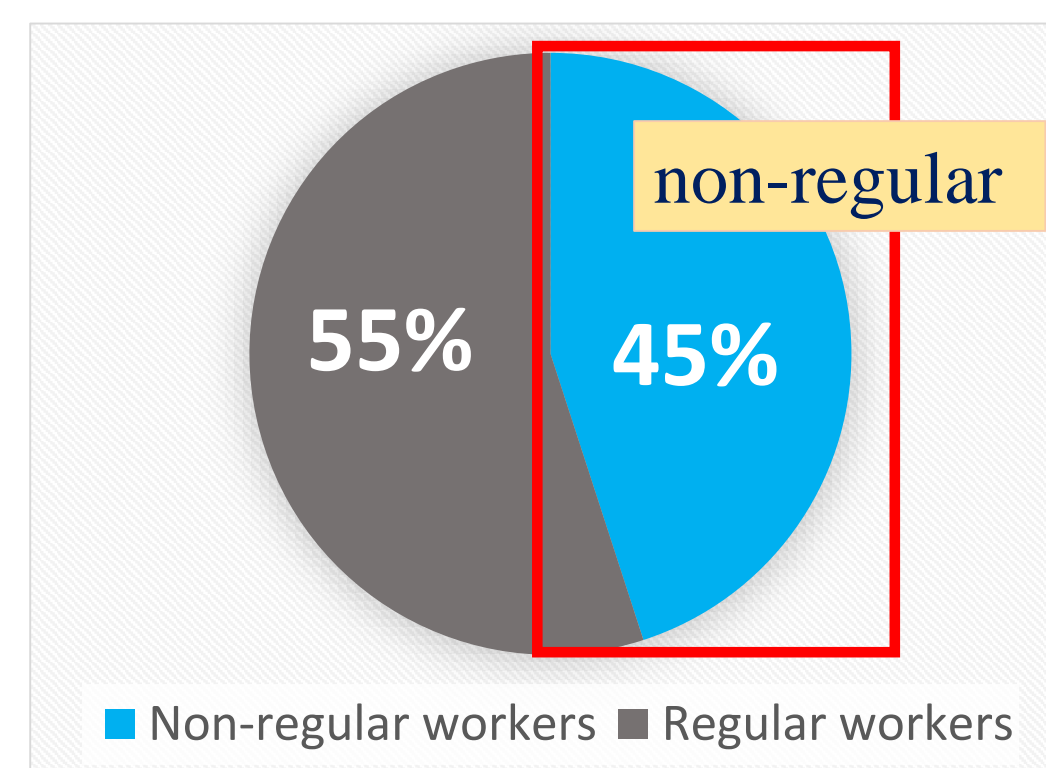
[Ref : Ministry of Health, Labor and Welfare  
The situation and issues of non-regular workers]

Change to regular worker status will allow ...

- social insurance coverage
- advancement in career

### ③ Korea - More Serious than Japan

< Percentage of non-regular workers >



[Ref: Korea Labor & Society Institute, 2015]

→ Half of the workers are non-regular workers

→ IMF (International Monetary Fund) crisis is the cause

Student loan repayment

... heavy burden for unstable income earners

Generation of giving up the 5 essentials

... love, marriage, planning family, owning a house, keeping human relations

News of McDonald's unfair dismissal of their part-timer



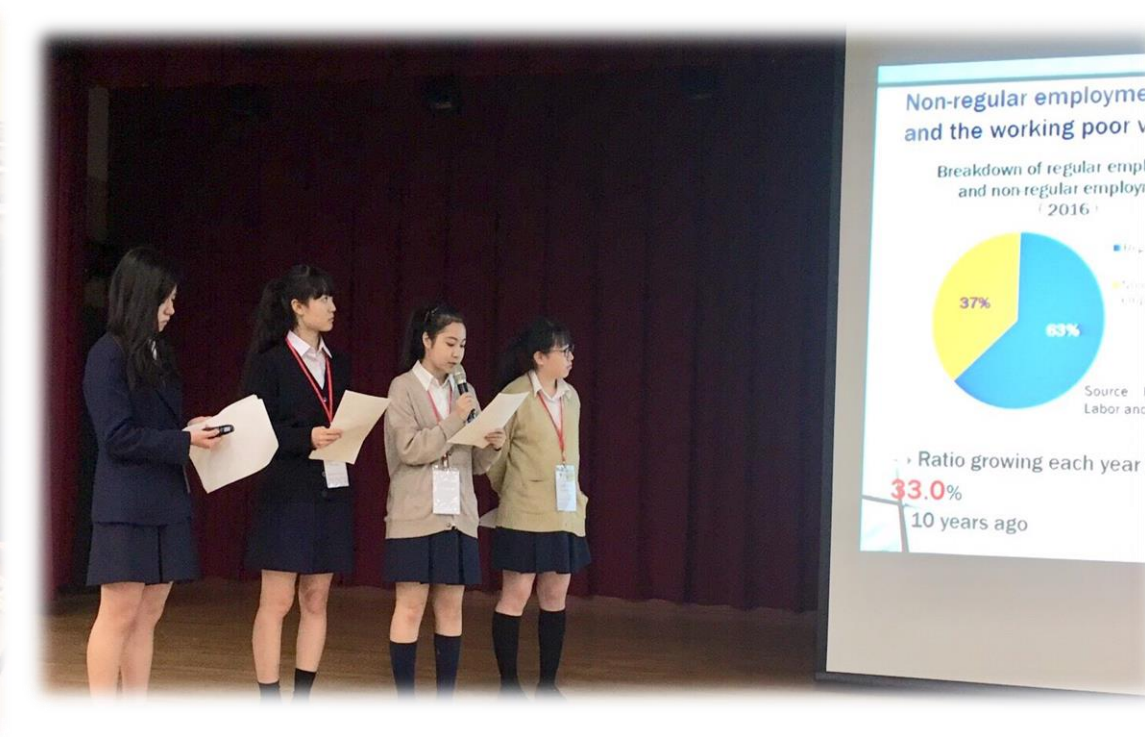
[Ref: "The Hankyoreh" <http://japan.hani.co.kr/arti/politics/19557.html>]

< Korea's New Policy >

“Zero Non-regular Workers”

### ④ Training Program in Taiwan

- Time : October 18 ~ 21
- Participant : Ochanomizu Girls' High School & Taipei First Girls' High School & Taiwan University
- Purpose : To know the international employment situation through research and discussion



Cultural Exchange

### ⑤ Fieldwork — Youth Union in the Metropolitan Area

Purpose ... To obtain information on non-regular employment problems from company's perspective

#### Youth Union's Opinions

- Companies continue to **highly** depend on non-regular workers
- Government working on raising minimum wage but to **no effect**
- Establishment needs to provide rights to receive education **without any worries**

Necessity for

- Company reform
- Building strong, influential public statement and opinion



### ⑥ Fieldwork — Credit Saison Co., Ltd.

Purpose ... To investigate company's reformation - non-regular workers to regular workers

#### COMPANY POLICY

In 2017 : Introduction of new personnel system

- Ending employment classification
- Ending discriminatory wage and treatment

<Positive>

- Enhancement of workers' strength
- Promotion of competitiveness in industry resulting in procuring brilliant staff
- Elimination of unfairness between regular and non-regular workers

<Negative>

- Introduction of new personnel system too costly
- Cause of rigid employment system
- Issues that secure labor power in the future
- New personnel system difficult to introduce

But

Introduction of the system only by a single company is insufficient

Society must discard old social ways and accept a new style i.e., new working style

## IV. Prospects

#### Purpose

Non-regular workers to exit the Working Poor

#### Method

Non-regular workers to Regular workers

#### Purpose

Non-regular workers to secure a stable life

#### Method

Better treatment of Non-regular workers

For company  
Cost too high

For workers  
Sacrifices in daily life difficult to deal with

In process

Method  
Various working styles accepted by society and companies

Final Goal

EXIT Working Poor

## V. Bibliography

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