新著の内容紹介


This book presents an empirical analysis based on detailed macro and micro data developed from four theories placing the institutional analysis as the central focus. Figure1 illustrates the analysis framework of this study. Specifically, the theoretical framework of Régulation approach and flexicurity approach is presented based on the analysis and clarifies the real state of structural change and institutional reforms in East Asian labor markets and the effects from the perspective of an international comparison. The analysis of this book is organized as follows.

Figure1 Analysis framework on structural changes and institutional reform in East Asian labor markets

Source: By author.

In summary, this book clarifies the actual situation and the effects of a one-sided increase in flexibility without a simultaneous improvement in labor market security from the perspective of a strategy of flexicurity, which has succeeded in European labor market reforms. We explain that the expansion of flexibility in East Asian employment systems based on state-led economic...
development and growth at the macro level, and the company-based coordination at the micro level, is not supported by various measures to encourage improved security in employment and income. This has caused various socioeconomic problems such as fragmentation and inequality in the labor market.

This book considers the flexicurity strategy introduced in EU member countries as a direction of reform for the East Asian labor market, but we do not propose a simple transplant of the European model of flexicurity to East Asia. In the case of Europe, flexibility expansion of the employment system is supported by increasing employment and income security based on a broad and generous social security system and active labor market policies promoting agreement and collaboration among labor, management, and government. Therefore, European-type flexicurity based on social-based coordination mechanisms is not found in the expansion of the division and disparity in East Asian labor markets. These differences in the reform of employment systems create differences in various socioeconomic performances of both regions that result in various indicator differences for the work-life balance of workers in the two regions.

This book also considers the possibility of introducing flexicurity in East Asian labor market reform, although we are aware of the differences in the mode of regulation in socioeconomic systems in the two regions. The differences in the scale of the economy, population size, and industrial structure between Denmark and the Netherlands has been attracting attention as a successful example of flexicurity, and Japan, China, Korea, and other ASEAN countries have not been ignored. However, if the current situation where institutional complementarities among the employment system, skill formation system, and the social security system have been destroyed by flexibilization of the employment system as considered, when new institutional complementarities among the above three systems are explored, flexicurity is a strategy with substantial reference value.