

HAPPINESS AND EMPLOYMENT STATUS

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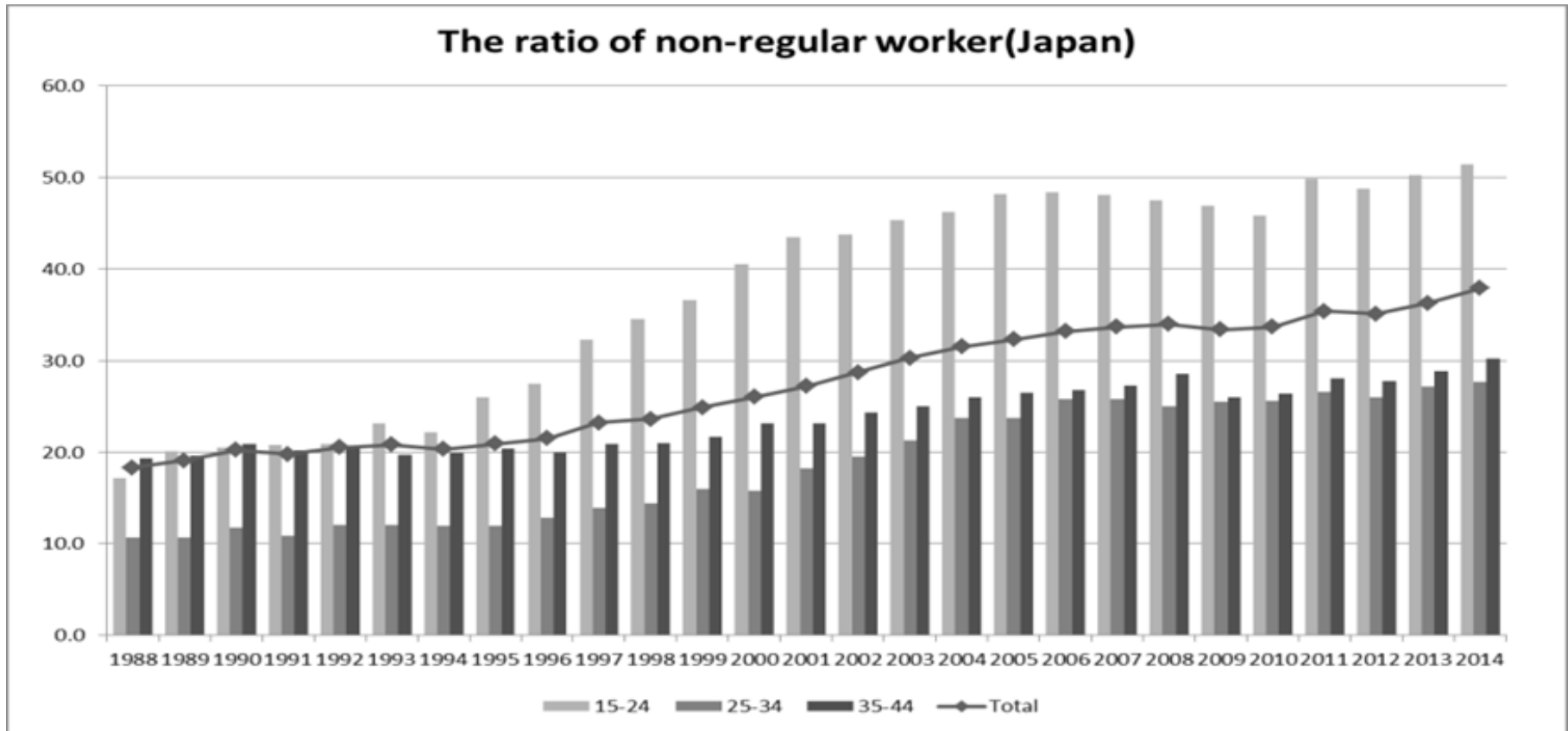
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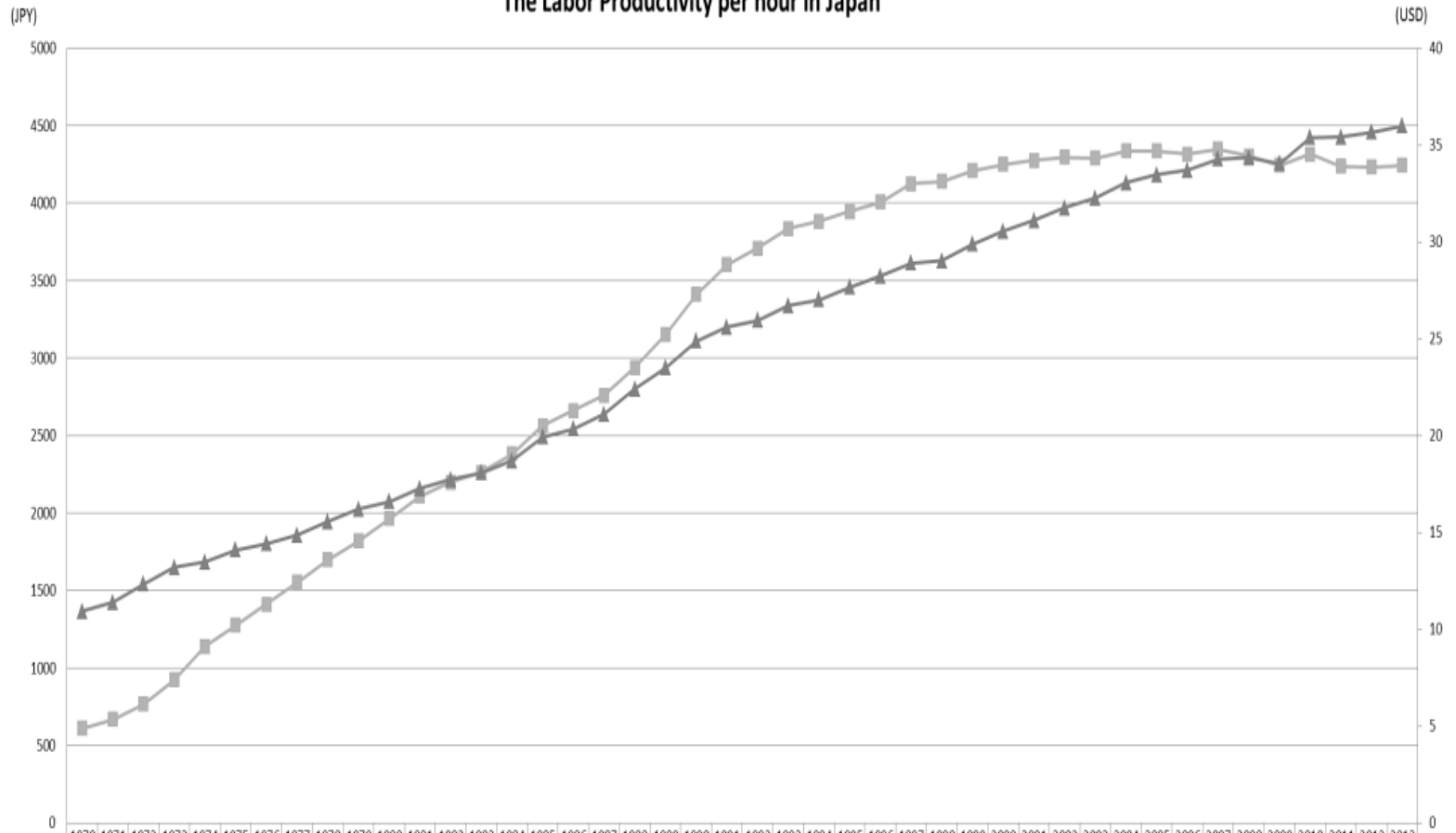
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Increasing ratio of non-regular workers in Japan



Consequence on labor productivity

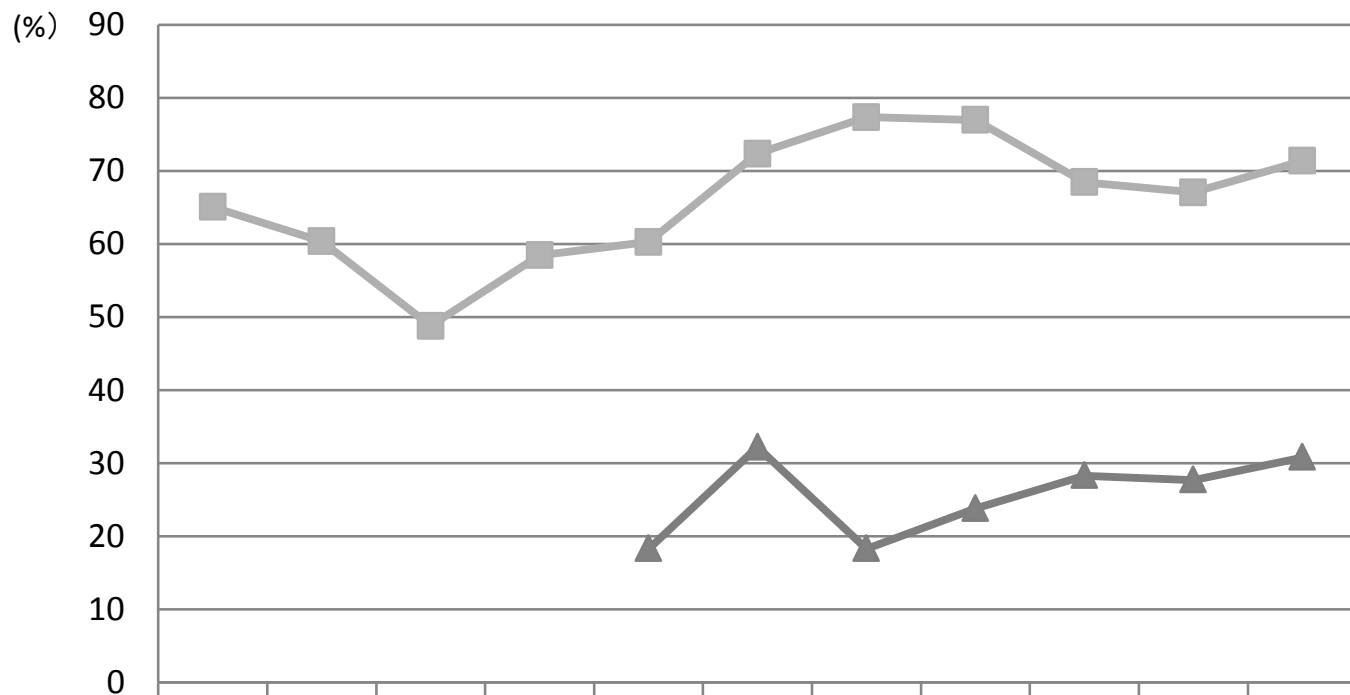
The Labor Productivity per hour in Japan



	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Productivity(JPY)	611	668	765	922	1138	1276	1410	1552	1697	1818	1962	2109	2198	2262	2381	2561	2662	2759	2937	3151	3411	3602	3710	3835	3883	3946	4006	4125	4140	4209	4251	4275	4297	4290	4336	4335	4316	4349	4303	4244	4317	4238	4231	4244
Productivity(USD)	10.9	11.4	12.3	13.2	13.5	14.1	14.4	14.9	15.5	16.2	16.6	17.3	17.7	18.1	18.7	19.9	20.3	21.1	22.4	23.5	24.9	25.6	25.9	26.7	27	27.7	28.2	28.9	29	29.9	30.6	31.1	31.8	32.3	33.1	33.5	33.7	34.3	34.3	34	35.4	35.4	35.7	36

Reason for the decline in labor productivity growth

The ratio of Establishment and Enterprise that performed off the Job training



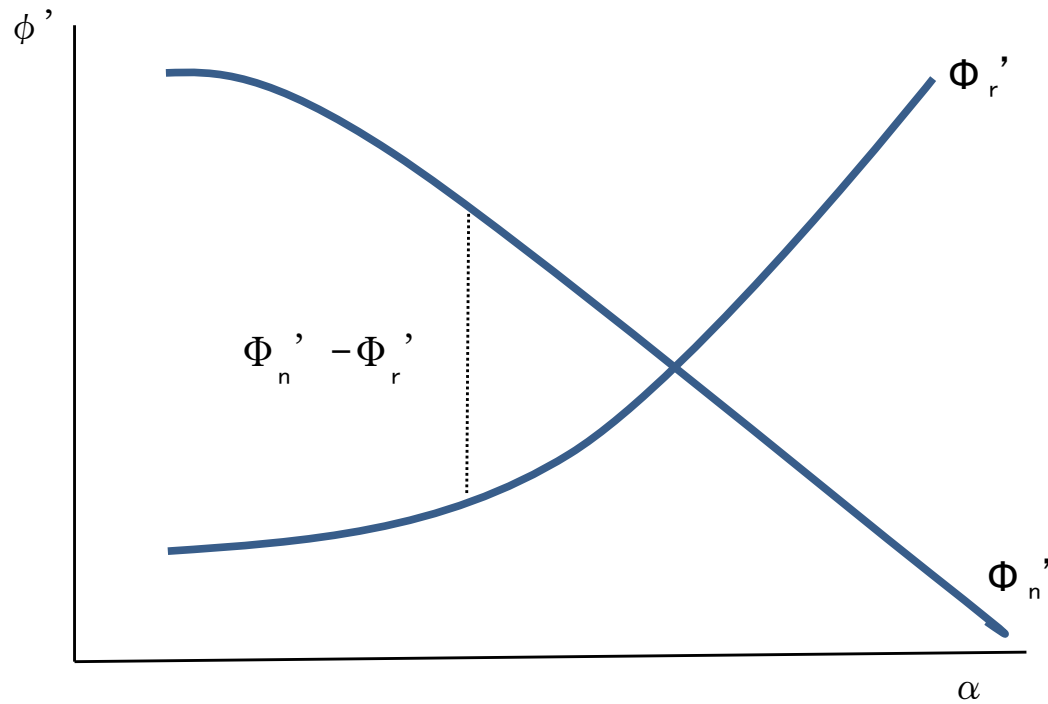
■ regular
▲ non-regular

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
■ regular	65.1	60.4	48.8	58.5	60.3	72.4	77.4	77	68.5	67.1	71.4
▲ non-regular					18.3	32.2	18.3	23.8	28.3	27.7	30.8

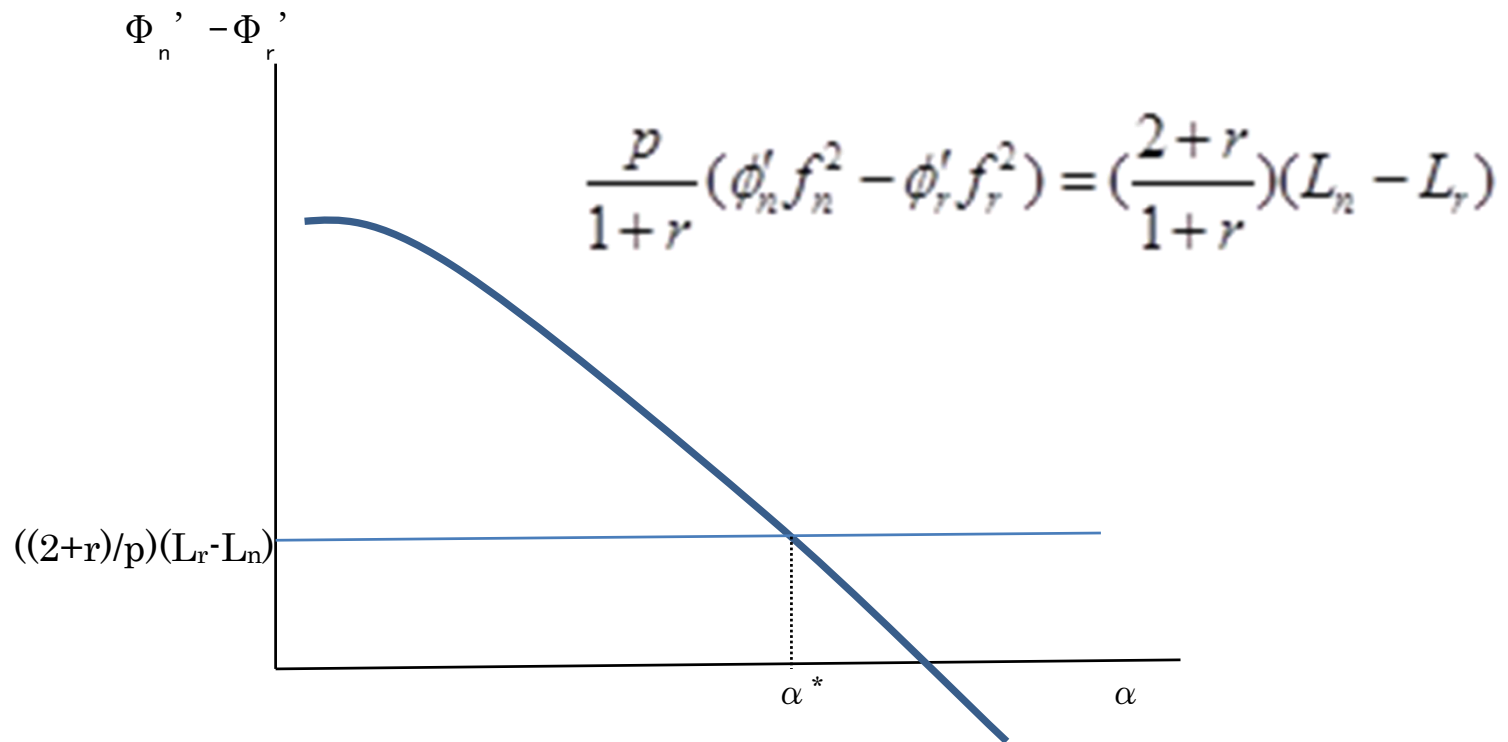
Questions posed

- Are there possibility of the cooperation between regular and non-regular workers in increasing the productivity?
- How non-regular workers feel about the working conditions and reward?
- Voluntary choice or involuntary choice ?
- How the state differs among countries?
- What makes the differences?

Marginal effect of redistribution on aspiration



The optimal condition for redistribution



Measuring the degree of happiness

- Positive vs Negative happiness

 - Foundation of the dichotomic approach?

 - (1) Empirical result : results of principal factor analysis

 - (2) Neuro science implications

 - Primary reinforcers: “Rewards” vs “Punishers”

 - Secondary reinforcers are given by the combination of primary reinforcers and learning.

Empirical findings (1)

- Increasing of capability is important for improving positive happiness both for regular and non-regular in all the countries except for Germany. (Figures 4-1 and 4-2)
- Pecuniary reward increases positive happiness of non-regular workers in UK, France and Germany. Others are not so. Why? (Figures 4-1 and 4-2)

Empirical Findings (2)

- When regular workers feel the gap between real and ideal on wage and career, the level of positive happiness decreases in all the countries. (Figure 4-3)
- The same is true for the non-regular workers, but the negative size is larger for non-regular workers. (Figure 4-4)

Implications (1)

- Is it possible to estimate whether non-regular status is chosen voluntarily or not?
- If the gap between real and ideal decreases happiness, the status is deemed to be involuntary choice.
- Figure 4-4 shows that Japanese non-regular workers feels relatively smaller positive happiness. They are choosing non-regular status involuntarily.

Implications (2)

- What is meant by the difference in the effect on happiness of career building?
- Especially the difference between regular and non-regular suggests the differences in aims of working.
- French non-regular workers may not aim to improve their human capital by working.