

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

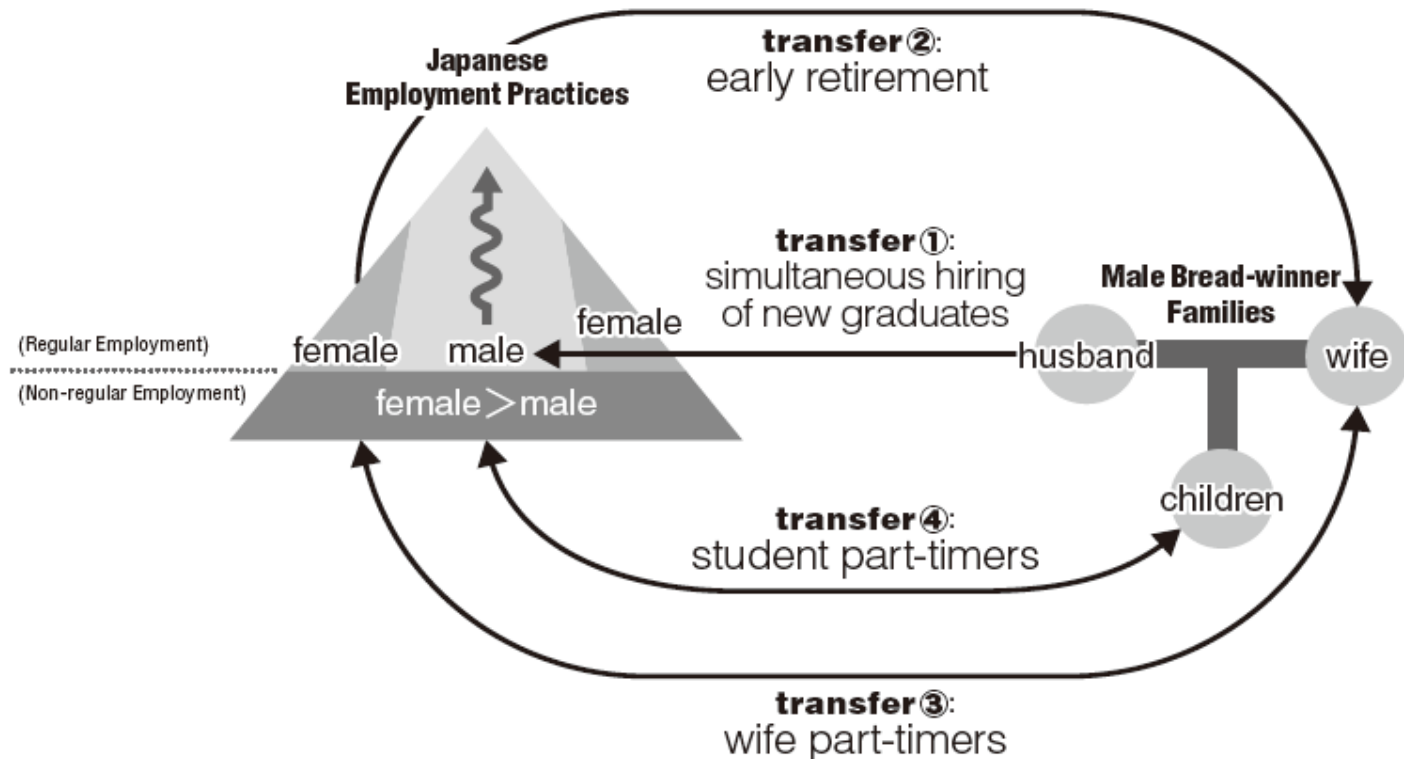
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# Japan's Society after "Lewisian Turning Point"

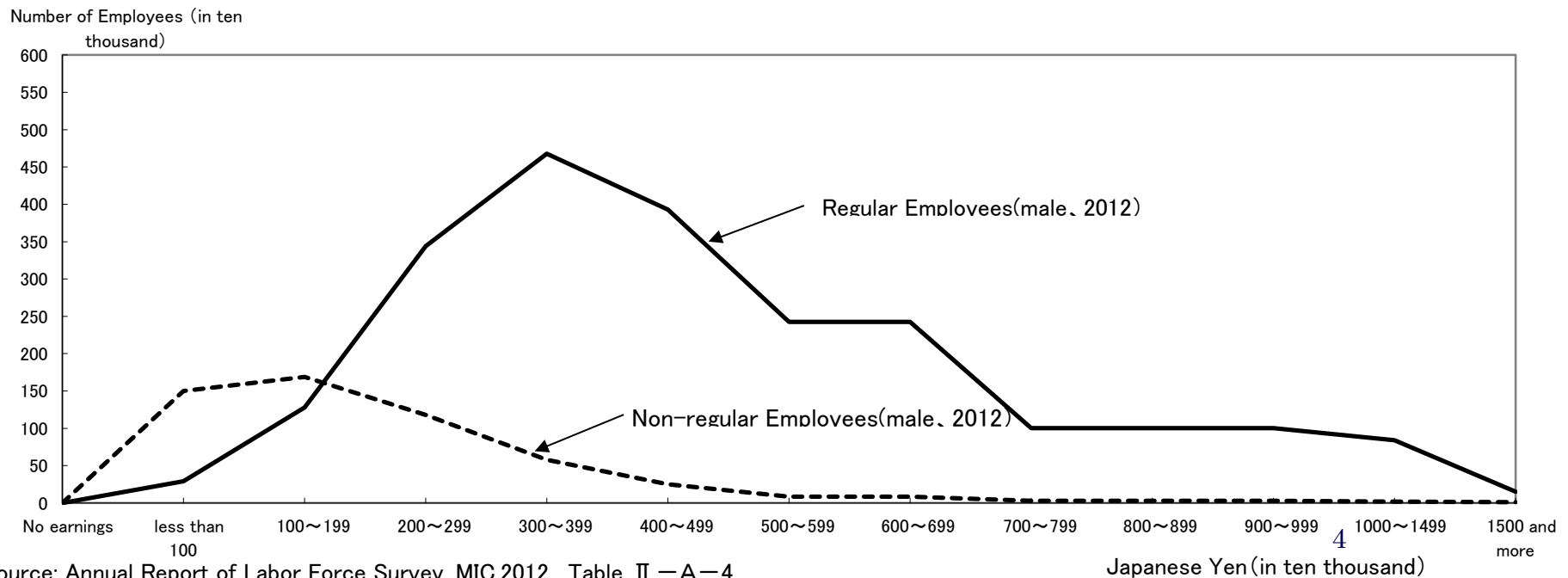
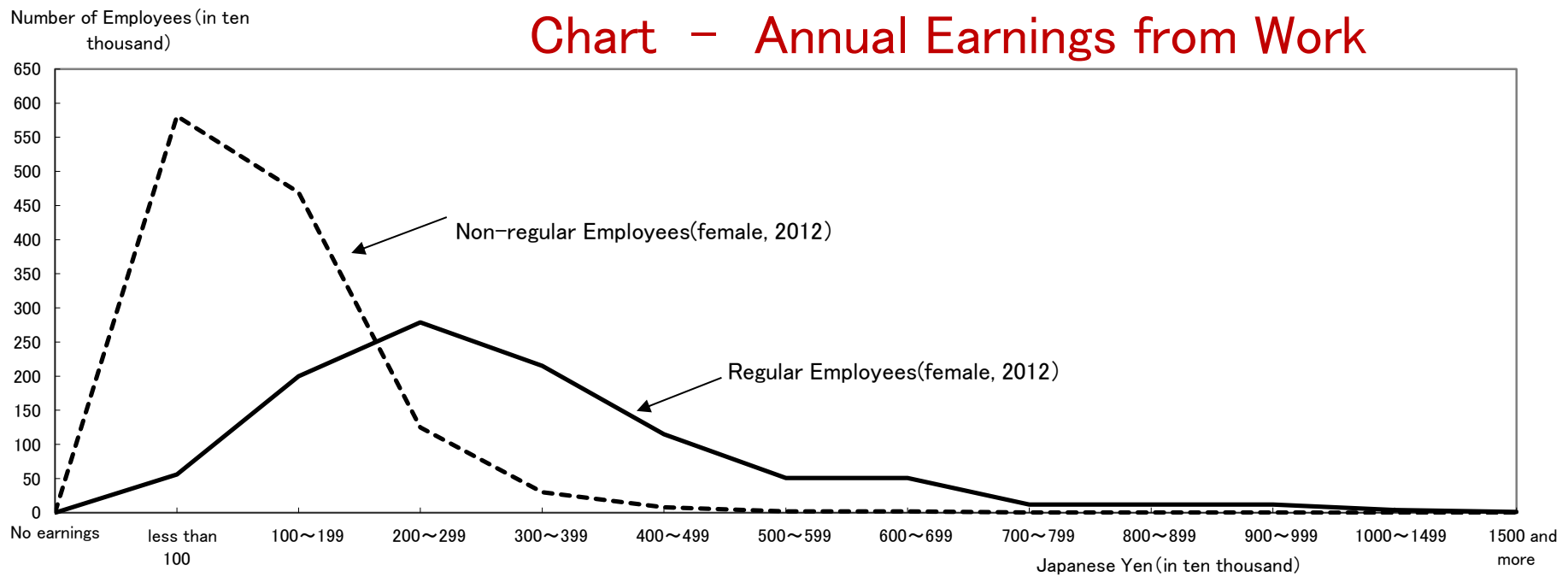
**Chart** — Model of Japan's 1960's System



# 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



# 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