

調 査 研 究

特 集

労働力人口の動向と問題点

は し が き

昭和46年度における恒例の所内シンポジウムは、「労働力人口の動向と問題点」を論題として、当初昭和47年3月22日、23日の両日にわたって開催される予定であった。ところが、まさにその前日3月21日、司会者として予定されていた前所長館 稔博士の急逝という悲痛な事態が生じた。

故館 稔博士は、わが国における最も優れた人口学者であるのみならず、人口研究ならびに人口問題、人口対策の研究に対して国際的にも目ざましい活躍を続けてこられた。故館博士の逝去は、ひとり人口問題研究所の優れた指導者を失なったというにとどまらず、国内的にも国際的にも卓絶した人口学者を失なったこととして痛恨のきわみである。

人口問題研究所の残されたスタッフ一同は、本研究所の使命にかえりみ、責任の重大さを痛感し、故館博士追悼の意味をもこめて、昭和47年4月17日と19日の両日にわたって、予定のシンポジウムを、館前所長の後任を拝命したわたくしが司会して開催した。

このシンポジウムでは、戦後の急激な人口転換と、経済的、社会的変動と関連してきわめて重大な多くの課題をもつ労働力人口について、次の3題の報告が第1日に行なわれ、これらの報告に対するコメントと一般参加者による多彩な討論が第2日に行なわれた。

1. 女子労働力人口の動向と問題点……………中野英子技官
2. 農家労働力人口の動向と問題点……………林 茂技官
3. 労働力人口移動の転換と問題点……………黒田俊夫技官
- コメンテーター……………濱 英彦技官
- "……………岡崎陽一技官
- ラポーター……………野原 誠技官

1 中野英子技官は、女子労働力率を戦前と、戦時中、戦後のパターンに分け、日本経済の循環に対応させつつ長期的に考察し、経済の拡大、縮小に応じて労働力化し、非労働力化する限界的機能を指摘された。年齢別労働力率を、経済的動機が多少とも家計補助的な年齢層、とくに有配偶女子労働力についてみると、生活構造の変化によって労働力化の様相が一段と複雑化することを明らかにされた。中高年の有配偶女子労働力を、従前の家族従業者型、家庭責任をある程度軽減された後の再労働力化型、ライフ・サイクルにかかわりない継続型に分けて分析すべきこと、計量化の困難な非経済的要因による就業行動をも解明すべきことを指摘された。最後に、中高年の有配偶女子労働力人口の出産、育児など家庭責任からの解放と、若年労働力不足の補充とからの要請に関連して今後の問題点を指摘

された。

2 林 茂技官は、農家労働力人口の、次三男の離村的流出から世帯主、あつぎの流出へ、さらに女子労働力の流出、通勤兼業への形態への変化を明らかにし、流出先の産業別、男女、新卒・既就業者別、離村・通勤別の特徴を「農家就業動向調査」などによって指摘された。また、残された農家労働力人口の女子と老年労働力の農業の補充、女子労働力の他産業への流出が増加している反面、農業労働からの退出の鈍化、中高年労働力の堆積の実態を分析され、農業基幹労働力増減の要因たる転職、補充、退出等のいずれも最近鈍化している傾向を指摘された。かくて、兼業化の推進と中高年齢層の滞留の現状と、老齢化による死亡、退出の強化が予想される将来を思えば、農業労働の生産性の増大と、長期的な農業構造対策推進のための巨額の投資などと関連づけて今後の課題を指摘された。

3 黒田俊夫技官は、一般移動人口によって、比重の大きい労働力人口の移動の特徴を推測された。東海道メガロポリスと他地方との総移動量は増加しつつも、転入量の比重は低下、転出量のそれは増大し、京浜圏、京阪神圏の転入超過量の縮小と、それに接続する地域が転入超過に転じつつあること、3大都市圏に対する各地方の流出超過度が縮小傾向を示し、大都市圏相互間の交流の増加しつつあることから、労働力人口の再配分機能を指摘され、また、「就業構造基本調査」によって農林、非農林業間の移動の特徴についても分析された。労働力人口の将来を思えば、雇用機会と地域再配分や地域社会の社会的サービスの格差の均衡化による労働力人口の再分散の促進が今日の緊急課題であると、政府の一連の政策志向を紹介し、脱工業化社会の高学歴化社会における移動性の機能の意義について指摘された。

以上の3報告に対して、濱英彦技官のコメントは、これらの3課題がそれぞれ、近い将来における日本の経済、社会に対して、相互に密接な関連をもちつつ、基本的な影響を与えるとして、今後における分析の要点と、論議すべき課題を指摘された。また、岡崎陽一技官のコメントは、わが国人口の再生産力の動向と経済発展における全産業構造の変動との関連を考慮しつつ、人口学的観点からも精細な分析を必要とする課題も少なからず残されている点を指摘された。

以上の報告とコメントをめぐっての一般参加者による多様な討論については、ラポーターの野原誠技官が要約されて、コメントとともに集録されている。

本シンポジウムにとり上げた労働力人口に関する課題は、日本の将来における経済的、社会的発展との関連においてきわめて重要であり、人口研究の側面からも究明すべき多くの課題が残されている点について各研究者の認識を新たにしたことができたことは大きな収穫であった。

昭和47年4月25日

上 田 正 夫

Special Issue
TRENDS AND PROBLEMS OF LABOR
FORCE POPULATION IN JAPAN

Foreword

The periodic symposium by the staff of our Institute for the fiscal year of 1971 was at first scheduled to be held for two days, 22 and 23 March 1972, on the subject of "Trends and Problems of Labor Force Population in Japan". Quite unexpectedly, Dr. Minoru Tachi, the former Director of our Institute, who had been appointed as the chairman of the symposium, passed away on 21 March 1972.

No doubt, the late Dr. Minoru Tachi was one of the most superior demographers in Japan, and continued to play an active part internally as well as internationally in the field of demographic research, the study of population problems and population policy. The loss of Dr. Tachi is really a matter of great regret not only for the Institute of Population Problems as the loss of its excellent leader, but also for the demographic circles in general at both national and international levels as the loss of a prominent demographer.

All members of the staff of the Institute of Population Problems, fully realizing their heavy responsibilities in view of the important task of the Institute and sadly expressing the mourning over the departure of the late Dr. Tachi, held the delayed periodical symposium for two days, 17 and 19 April 1972, under the chairmanship of Masao Ueda who succeeded the late Director, Dr. Tachi.

The labor force, which involves various important problems in connection with drastic demographic transition and socio-economic changes in Japan after World War II, was the subject of this periodical symposium. The following three reports were presented on the first day and comments on these reports and lively discussions were made by general participants on the second day:

1. Trends of female labor force and its problems,
by Eiko Nakano
2. Trends of labor force in farmer's households and its problems,
by Shigeru Hayashi
3. Mobility of labor force and its problems,
by Toshio Kuroda

Commentator: Hidehiko Hama
Yoichi Okazaki

Rapporteur: Makoto Nohara.

1. Mrs. Nakano presented her observation of changes in female labor force participation rates for a long term in accordance with economic cycle of Japan, dividing the

reference period of the term into those sections, before, during and after World War II. She pointed out marginal functions in fluctuations of female labor force participation corresponding to expansion and curtailment of national economy derived from her observations. She revealed also that the female economic activities were getting more complicated as accompanied with changes of livelihood, when observed from those at ages where women tend to work to help earning the family income and particularly from those of married women in labor force. She suggested that female economic activities should be distinguished in analysis in categories of traditional family workers, re-participation of those who became less tied down by house-keeping and those who continued to work regardless of general pattern of women's life cycle as such, and emphasized the necessity of clarifying such aspects of female economic activities connected with non-economic factors which were difficult in general to be statistically measured. In conclusion, she pointed out some problems to be studied in future regarding both the release of married women in labor force at middle and higher ages from household chores related to delivery and care of children and the supply-demand of manpower expected to be in greater shortage of young labor force.

2. Dr. Hayashi clarified changes in labor force among agricultural households, starting from out-migration of second and third sons moving out of agrarian villages, and subsequent moving-out tendency of household heads themselves and their successors, and further out-going trends of female labor force and increasing trends of part-time farmer's households comprising those employed in non-agricultural activities. He revealed some characteristics of those persons who left farming through distribution by industry, sex, whether newly employed or already employed, or whether left their own villages or commuting from their villages, etc., based on the data derived from results of "Survey of Employment of Farm Household Members". He made an analysis of agricultural labor force in which the vacancy of out-migration was supplemented generally by those female and old aged labor force remained in those agrarian villages, and revealed that increasing trend of leaving agricultural sector was somewhat weakened recently and labor force was accumulated at middle and higher ages while a greater number of female workers shifted increasingly towards non-agricultural industries. He pointed out also that those changing factors of principal labor force in agriculture such as occupational turnover, entrances and retirements showed rather stagnant trends in recent years. At present the number of part-time farmer's households was increasing and the number of workers at middle and higher ages was getting more accumulated. Besides the loss of workers by death and retirement would be greater and greater in the future in accordance with advance in aging of the population. Judging from these standpoints, he mentioned some future problems concerning the necessity of increasing the productivity of agricultural labor force, and of investment at a large amount to promote a long term countermeasure for the improvement of agricultural structure in Japan.

3. Mr. Kuroda estimated characteristics of those migrants in labor force which

comprise a greater part of total migrants on the basis of data on general migration. While the total amount of migration between the Tokaido Megalopolis region and other areas was still increasing, the weight of in-migrants decreased and that of out-migrants increased in the total volume of migration. The amount of excess in-migrants in the Keihin region and the Keihanshin region decreased, whereas in-migrants into adjacent areas to those regions turned to an increase. The degree of excess of out-migrants bound to three metropolitan regions out of other areas became rather stagnant, and instead the amount of migration among each other of metropolitan regions became increasing. He pointed out functions of population redistribution in labor force on the basis of these facts, and analyzed features of the drift of labor force between agriculture-forestry and nonagriculture-forestry sectors on the basis of those data derived from "Employment Status Survey". Judging from the future population in labor force, he considered it as an urgent problem of today to promote the redistribution of labor force through the regional redistribution of employment opportunities and the reduction of differences in social services among regional communities. He introduced the outlook for a series of national policies of the central Government in this context and mentioned the significance of migratory functions of labor force in the post-industrialized society with a great number of highly educated persons.

For those three reports, Mr. Hama commented that those problems mentioned in all the reports would have fundamental impacts upon the national economy and society in Japan in near future under the close relationship among each other, and pointed out some important topics to be further analyzed and the subsequent problems to be studied in the future. Mr. Okazaki suggested such points of problems remaining in future to be analyzed in more detail from demographic viewpoints in consideration of relations between trends of reproduction of the Japanese population and relevant changes of overall industrial structure of Japan in the course of her economic development towards future.

A wide variety of discussions extended by other participants upon those reports and comments have been summarized and outlined here by Mr. Makoto Nohara, the Rapporteur, together with the comments thus given.

The subject of labor force population adopted this time in our symposium is extremely important in relation to the economic and social development of Japan in the future. It has been a big achievement of the symposium that we could re-perceive over again various problems still awaiting further analysis and research also from the demographic points of view in this regard.

April 25, 1972

Masao UEDA