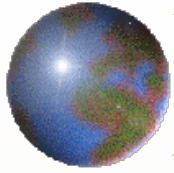


# *Documentation of non-standard employment in Japan*

**Kazutoshi Chatani**

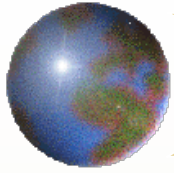
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## Documentation of non-standard employment

### Types of employees

	<i>Direct hire?</i>	<i>Contract duration</i>	<i>Wage / salary</i>	<i>Working hours</i>
<b><i>Regular worker</i></b>	<i>Yes</i>	<i>Open</i>	<i>Monthly</i>	<i>Full-time</i>
<b><i>Non-regular worker</i></b>				
<i>Part-time worker</i>	<i>Yes</i>	<i>Open/fixed</i>	<i>Hourly</i>	<i>Part-time</i>
<i>Contract worker</i>	<i>Yes</i>	<i>Fixed</i>	<i>Monthly</i>	<i>Full-time</i>
<i>Temporary worker</i>	<i>Yes</i>	<i>Fixed</i>	<i>Daily, hourly</i>	<i>Full-time</i>
<i>Agency worker</i>	<i>No</i>	<i>Fixed</i>	<i>Hourly</i>	<i>Full-, part-time</i>
<i>Workers hired by contractor</i>	<i>No</i>	<i>Fixed</i>	<i>Monthly</i>	<i>Full-time</i>



## *Documentation of non-standard employment*

### *Types of employees*

*Employment*



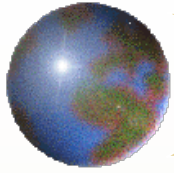
*Self-employment*

*Economically  
dependent self-  
employment*

*Truck driver,  
contract holder,  
freelance  
writer/designer*

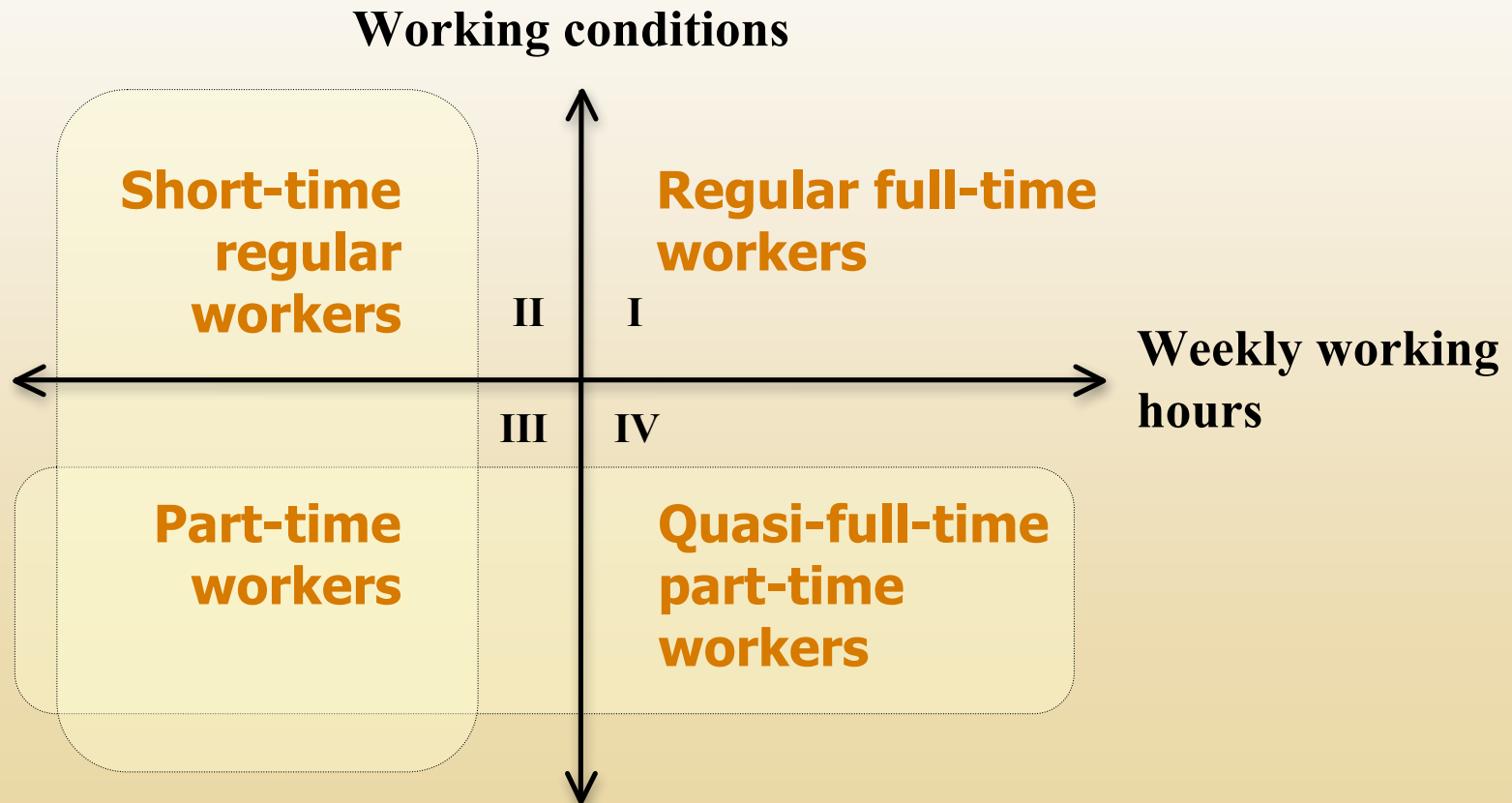
*Employed, with  
elements of self-  
employment*

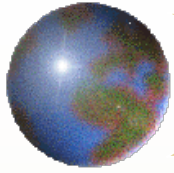
*Taxi driver,  
sales persons*



## *Measurement issue*

### *Definition of part-time workers*





### *What is still not captured in statistics?*

#### *New forms of employment (relationships)*

- ❊ Workers employed by contractors
  - ❑ Triangular employment relationships
  - ❑ Exceeded 1.7 million in 2004
- ❊ Economically dependent self-employed workers
  - ❑ Not well documented
  - ❑ Labour protection often not applicable
  - ❑ Should be separated from traditional self-employment