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The long working hour and a positive utilization of part-timers

Atsuyuki Fukaura (Faculty of Economics, Nagasaki University)

Abstract

The long working hour of Japanese workers has been nation widely known and it is statistically confirmed as well. By referring the official statistics we found that when the total working hours are increasing, working hours of full-timers are decreasing and increasing for part-timers. This symmetric behavior suggests part-timers is important channel for adjusting the total working hours, because the working terms for full-timers is not easily revised. By utilizing part-timers and combining them to full-timers, it becomes possible to pursue the flexible working hour management and it leads, as a consequence, the reduction of total working hours. There is no likelihood of any immediate improvement to the long working hours in local economy, however, reconsidering the method to utilize part-timers may be the first step for establishing the appropriate and efficient labor managements.

Keywords: part-timers full-timers working hours