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Table 1a: Income and asset eligibility percent of married and unmarried parent households (N=4,841)

Income Test	Asset Test		
	Ineligible	Eligible	Total
Ineligible	69.41 % (3,102)	19.44 % (1,062)	88.85 % (4,164)
Eligible	4.08 % (214)	7.07% (463)	11.15% (677)
Total	73.49% (3,316)	26.51% (1,525)	100 % (4,841)

Percentages are weighted figures.
Number of households are unweighted.

Table 1b: Income and asset eligibility percent of unmarried parent household (N=2,757)

Income Test	Asset Test		
	Ineligible	Eligible	Total
Ineligible	60.22% (1,510)	24.79% (742)	85.01% (2,252)
Eligible	4.73 % (135)	10.26% (370)	14.99% (505)
Total	64.95 % (1,645)	35.05% (1,112)	100 % (2,757)

Percentages are weighted figures.
Number of households are unweighted.

**Table 2: Fixed effect logit estimates,
probability that the parent lives with each child
among families with multiple children in which the parent lives with a child**

Independent variables	Married and Unmarried	Unmarried
	Parent Households	Parent Households
Child's age	-0.053** (0.009)	-0.042** (0.010)
Child's years of schooling	-0.004 (0.025)	0.012 (0.030)
Child's gender (Female=1, Male=0)	0.133 (0.108)	0.382** (0.124)
Child's marital status (Married=1, Unmarried=0)	-2.377** (0.138)	-2.178** (0.153)
Child's number of children	-0.142** (0.036)	-0.109** (0.039)
I (Biological child)	0.796 (0.540)	1.101 (0.767)
Log likelihood	-676.082	-501.595

† indicates significance at the 10% level, * at the 5%, and ** at the 1% level.

Asymptotic standard errors are in parentheses.

Table 3a: Comparison of actual and predicted coresident child among married and unmarried parent households (781 Families and 2,981 Children)

		Predicted		
		Live together	Live away	Total
Actual	Live together	532 (68.12%)	249 (31.88%)	781 (100%)
	Live away	249 (11.32%)	1,951 (88.68%)	2,200 (100%)
	Total	781	2,200	2,981

Table 3b: Comparison of actual and predicted coresident child among unmarried parent households (547 Families and 2,089 Children)

		Predicted		
		Live together	Live away	Total
Actual	Live together	361 (66.00%)	186 (34.00%)	547 (100%)
	Live away	186 (12.06%)	1,356 (87.94%)	1,542 (100%)
	Total	547	1,542	2,089

Table 4a: Descriptive statistics on parent's and child's characteristics among married and unmarried parent households (N = 4,841)

Variables	Mean	S.D.	Minimum	Maximum
Parent's characteristics				
Non-welfare income	20878.300	27454.930	0.000	700000.000
Networth	165710.800	383180.100	-285000.000	14700000.000
I (Married)	0.430	0.495	0.000	1.000
Age	77.626	6.024	70.000	103.000
Years of schooling	10.720	3.748	0.000	17.000
Self-reported health status 1 (Very good=1, Otherwise=0)	0.230	0.420	0.000	1.000
Self-reported health status 2 (Good=1, Otherwise=0)	0.306	0.460	0.000	1.000
Self-reported health status 3 (Fair=1, Otherwise=0)	0.230	0.420	0.000	1.000
Self-reported health status 4 (Poor=1, Otherwise=0)	0.129	0.335	0.000	1.000
I (Living in South)	0.388	0.487	0.000	1.000
I (Non-white)	0.134	0.341	0.000	1.000
I (Female)	0.579	0.493	0.000	1.000
Number of IADL limitations	0.581	1.133	0.000	5.000
Number of ADL limitations	0.691	1.350	0.000	6.000
Number of children	2.963	1.887	1.000	12.000
Child's characteristics				
I (Daughter)	0.552	0.497	0.000	1.000
I (Married)	0.449	0.497	0.000	1.000
Age	46.069	9.413	25.000	82.000
Years of schooling	13.416	2.669	0.000	17.000
Number of children	1.585	1.471	0.000	14.000
I (Biological Child)	0.899	0.300	0.000	1.000

Table 4b: Descriptive statistics on parent's and child's characteristics among unmarried parent households (N = 2,757)

Variables	Mean	S.D.	Minimum	Maximum
Parent's characteristics				
Non-welfare income	14435.000	17646.020	0.000	400000.000
Networth	104297.200	223257.200	-139898.000	5304000.000
Age	78.874	6.323	70.000	103.000
Years of schooling	10.310	3.707	0.000	17.000
Self-reported health status 1 (Very good=1, Otherwise=0)	0.213	0.409	0.000	1.000
Self-reported health status 2 (Good=1, Otherwise=0)	0.303	0.459	0.000	1.000
Self-reported health status 3 (Fair=1, Otherwise=0)	0.240	0.427	0.000	1.000
Self-reported health status 4 (Poor=1, Otherwise=0)	0.143	0.350	0.000	1.000
I (Living in South)	0.401	0.490	0.000	1.000
I (Non-white)	0.168	0.374	0.000	1.000
I (Female)	0.806	0.395	0.000	1.000
Number of IADL limitations	0.654	1.210	0.000	5.000
Number of ADL limitations	0.852	1.464	0.000	6.000
Number of children	2.860	1.914	1.000	12.000
Child's characteristics				
I (Daughter)	0.627	0.483	0.000	1.000
I (Married)	0.444	0.497	0.000	1.000
Age	48.569	9.513	25.000	82.000
Years of schooling	13.219	2.693	0.000	17.000
Number of children	1.768	1.558	0.000	13.000
I (Biological Child)	0.969	0.172	0.000	1.000

Table 4c: Descriptive statistics on parent's and child's characteristics among married and unmarried parent households with non-welfare income below \$9,430 (N=1,520)

Variables	Mean	S.D.	Minimum	Maximum
Parent's characteristics				
Non-welfare income	5612.370	2590.820	0.000	9420.000
Networth	52629.500	112085.400	-139898.000	1930000.000
I (Married)	0.161	0.367	0.000	1.000
Age	79.483	6.668	70.000	103.000
Years of schooling	8.645	3.838	0.000	17.000
Self-reported health status 1 (Very good=1, Otherwise=0)	0.170	0.376	0.000	1.000
Self-reported health status 2 (Good=1, Otherwise=0)	0.260	0.439	0.000	1.000
Self-reported health status 3 (Fair=1, Otherwise=0)	0.280	0.449	0.000	1.000
Self-reported health status 4 (Poor=1, Otherwise=0)	0.211	0.408	0.000	1.000
I (Living in South)	0.492	0.500	0.000	1.000
I (Non-white)	0.234	0.424	0.000	1.000
I (Female)	0.784	0.411	0.000	1.000
Number of IADL limitations	0.925	1.381	0.000	5.000
Number of ADL limitations	1.070	1.610	0.000	6.000
Number of children	3.164	2.162	1.000	12.000
Child's characteristics				
I (Daughter)	0.601	0.489	0.000	1.000
I (Married)	0.403	0.490	0.000	1.000
Age	48.611	10.101	20.000	82.000
Years of schooling	12.566	2.791	0.000	17.000
Number of children	1.889	1.671	0.000	14.000
I (Biological Child)	0.956	0.203	0.000	1.000

**Table 4d: Descriptive statistics on parent's and child's characteristics
among unmarried parent households
with non-welfare income below \$6,970 (N=781)**

Variables	Mean	S.D.	Minimum	Maximum
Parent's characteristics				
Non-welfare income	4074.310	2071.450	0.000	6966.000
Networth	36642.000	70376.8000	-139898.000	945300.000
Age	79.717	6.756	70.000	101.000
Years of schooling	8.225	3.822	0.000	17.000
Self-reported health status 1 (Very good=1, Otherwise=0)	0.156	0.363	0.000	1.000
Self-reported health status 2 (Good=1, Otherwise=0)	0.254	0.436	0.000	1.000
Self-reported health status 3 (Fair=1, Otherwise=0)	0.267	0.442	0.000	1.000
Self-reported health status 4 (Poor=1, Otherwise=0)	0.238	0.426	0.000	1.000
I (Living in South)	0.531	0.499	0.000	1.000
I (Non-white)	0.285	0.451	0.000	1.000
I (Female)	0.879	0.325	0.000	1.000
Number of IADL limitations	1.005	1.410	0.000	5.000
Number of ADL limitations	1.169	1.655	0.000	6.000
Number of children	3.217	2.258	1.000	12.000
Child's characteristics				
I (Daughter)	0.605	0.489	0.000	1.000
I (Married)	0.375	0.484	0.000	1.000
Age	49.282	10.790	20.000	82.000
Years of schooling	12.343	2.933	0.000	17.000
Number of children	1.895	1.716	0.000	12.000
I (Biological Child)	0.982	0.132	0.000	1.000

**Table 5a: Bivariate probit model estimates
among married and unmarried parent households (N=4,841)**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Constant	-1.705** (0.420)	-0.626 (0.676)	-0.856* (0.353)	-0.558 (0.619)
Parent's characteristics				
I (SSI participation)	-0.139 (0.160)	-	-0.076 (0.155)	-
I (SSI participation) * Non-welfare income ($\times 10^{-5}$)	2.405† (1.259)	-	2.444† (1.289)	-
Non-welfare income ($\times 10^{-5}$)	-0.201 (0.136)	-3.551** (1.357)	-0.177 (0.136)	-3.628** (1.359)
I (SSI eligible)	-	1.078** (0.116)	-	1.086** (0.115)
Networth ($\times 10^{-6}$)	-0.205† (0.116)	-3.819** (1.218)	-0.183† (0.100)	-4.006** (1.223)
I (Married)	-0.360** (0.063)	0.078 (0.109)	-0.422** (0.057)	0.031 (0.104)
Age ($\times 10^{-1}$)	0.325** (0.052)	-0.110 (0.079)	-0.011 (0.040)	-0.133* (0.066)
Years of schooling ($\times 10^{-1}$)	-0.150† (0.080)	-0.464** (0.117)	-0.152* (0.071)	-0.557** (0.110)
Self-reported health status 1 (1 if Very Good)	0.150 (0.093)	0.235 (0.180)	0.076 (0.085)	0.241 (0.180)
Self-reported health status 2 (1 if Good)	0.061 (0.090)	0.390* (0.165)	0.000 (0.082)	0.395* (0.165)
Self-reported health status 3 (1 if Fair)	0.128 (0.095)	0.443** (0.165)	0.011 (0.086)	0.462** (0.165)
Self-reported health status 4 (1 if Poor)	0.092 (0.110)	0.552** (0.174)	0.019 (0.099)	0.579** (0.174)
I (Living in South)	-0.070 (0.050)	0.073 (0.072)	-0.112* (0.046)	0.083 (0.071)
I (Non-white)	0.263** (0.069)	0.243** (0.087)	0.389** (0.062)	0.233** (0.083)

**Table 5a: Bivariate probit model estimates
among married and unmarried parent households, cont'd**

Independent variables	With child characteristics		Without child characteristics	
	Coresidence	SSI participation	Coresidence	SSI participation
Parent's characteristics				
I (Female)	0.083 (0.061)	0.449** (0.097)	-0.039 (0.055)	0.453** (0.092)
# of IADL limitations	0.215** (0.027)	0.014 (0.036)	0.212** (0.024)	0.018 (0.036)
# of ADL limitations	-0.012 (0.022)	-0.002 (0.031)	-0.010 (0.020)	-0.004 (0.031)
Number of children ($\times 10^{-1}$)	-0.051 (0.134)	0.486** (0.182)	0.849** (0.114)	0.521** (0.161)
Child's characteristics				
I (Daughter)	-0.150** (0.048)	-0.041 (0.074)		
I (Married)	-0.878** (0.057)	-0.056 (0.084)		
Age ($\times 10^{-1}$)	-0.247** (0.035)	-0.020 (0.050)		
Years of schooling ($\times 10^{-1}$)	-0.499** (0.097)	-0.325* (0.147)		
Number of children ($\times 10^{-1}$)	-0.141** (0.021)	0.029 (0.022)		
I (Biological child)	0.757 (0.117)	0.321* (0.157)		
	$\rho = -0.032$ (0.100)		$\rho = -0.056$ (0.105)	
Log likelihood	-2531.134		-2818.074	

† indicates significance at the 10% level, * at the 5%, and ** at the 1% level.

Asymptotic standard errors are in parentheses.

**Table 5b: Bivariate probit model estimates
among unmarried parent households (N=2,757)**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Constant	-1.813** (0.525)	-0.819 (0.785)	-1.207** (0.427)	-0.906 (0.692)
Parent's characteristics				
I (SSI participation)	-0.027 (0.183)	-	-0.048 (0.182)	-
I (SSI participation) * Non-welfare income ($\times 10^{-5}$)	3.710** (1.432)	-	3.252* (1.387)	-
Non-welfare income ($\times 10^{-5}$)	-0.473† (0.272)	-2.369† (1.424)	-0.456† (0.259)	-2.428† (1.441)
I (SSI eligible)	-	1.112** (0.123)	-	1.115** (0.124)
Networth ($\times 10^{-6}$)	-0.105 (0.157)	-3.578* (1.522)	-0.075 (0.138)	-3.742* (1.545)
Age ($\times 10^{-1}$)	0.278** (0.062)	-0.090 (0.089)	0.023 (0.048)	-0.120 (0.075)
Years of schooling ($\times 10^{-1}$)	-0.071 (0.099)	-0.574** (0.133)	-0.075 (0.090)	-0.649** (0.127)
Self-reported health status 1 (1 if Very Good)	0.107 (0.114)	0.181 (0.204)	0.064 (0.106)	0.194 (0.203)
Self-reported health status 2 (1 if Good)	0.000 (0.109)	0.328† (0.186)	-0.019 (0.102)	0.342† (0.185)
Self-reported health status 3 (1 if Fair)	0.044 (0.117)	0.393* (0.188)	-0.030 (0.107)	0.425* (0.187)
Self-reported health status 4 (1 if Poor)	0.023 (0.131)	0.530** (0.196)	0.003 (0.121)	0.566** (0.196)
I (Living in South)	-0.003 (0.061)	0.128 (0.080)	-0.028 (0.057)	0.142† (0.080)
I (Non-white)	0.198* (0.081)	0.356** (0.097)	0.363** (0.075)	0.356** (0.092)

**Table 5b: Bivariate probit model estimates
among unmarried parent households, cont'd**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Parent's characteristics				
I (Female)	0.011 (0.080)	0.679** (0.140)	-0.056 (0.073)	0.678** (0.135)
# of IADL limitations	0.259** (0.033)	-0.009 (0.040)	0.256** (0.030)	-0.009 (0.040)
# of ADL limitations	-0.024 (0.026)	0.022 (0.034)	-0.026 (0.025)	0.018 (0.034)
Number of children ($\times 10^{-1}$)	0.030 (0.162)	0.483* (0.215)	0.857** (0.143)	0.487* (0.190)
Child's characteristics				
I (Daughter)	-0.077 (0.060)	-0.072 (0.087)		
I (Married)	-0.854** (0.067)	0.000 (0.096)		
Age ($\times 10^{-1}$)	-0.193** (0.043)	-0.041 (0.056)		
Years of schooling ($\times 10^{-1}$)	-0.314** (0.119)	-0.238 (0.162)		
Number of children ($\times 10^{-1}$)	-0.102** (0.022)	0.034 (0.025)		
I (Biological child)	0.631** (0.219)	0.107 (0.253)		
	$\rho = -0.095$ (0.110)		$\rho = -0.077$ (0.116)	
Log likelihood	-1796.755		-1942.349	

† indicates significance at the 10% level, * at the 5%, and ** at the 1% level.

Asymptotic standard errors are in parentheses.

**Table 5c: Bivariate probit model estimates
among married and unmarried parent households
with non-welfare income below \$9,430 (N=1,520)**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Constant	-2.759** (0.717)	0.138 (0.762)	-1.791** (.605)	0.057 (0.678)
Parent's characteristics				
I (SSI participation)	-0.406 (0.302)	-	-0.677* (0.292)	-
I (SSI participation) * Non-welfare income ($\times 10^{-5}$)	2.517 (4.081)	-	2.487 (3.751)	-
Non-welfare income ($\times 10^{-5}$)	-4.419 [†] (2.401)	-15.770** (2.162)	-5.948* (2.333)	-16.008** (2.185)
I (SSI eligible)	-	0.588** (0.120)	-	0.582** (0.122)
Networth ($\times 10^{-6}$)	-0.437 (0.452)	-7.080** (1.728)	-0.558 (0.419)	-7.277** (1.739)
I (Married)	-0.426** (0.141)	0.315* (0.153)	-0.508** (0.135)	0.324* (0.145)
Age ($\times 10^{-1}$)	0.393** (0.080)	-0.059 (0.091)	0.156* (0.061)	-0.100 (0.074)
Years of schooling ($\times 10^{-1}$)	-0.260** (0.128)	-0.416** (0.138)	-0.242* (0.118)	-0.466** (0.129)
Self-reported health status 1 (1 if Very Good)	0.320 [†] (0.174)	0.278 (0.209)	0.291 [†] (0.161)	0.301 (0.209)
Self-reported health status 2 (1 if Good)	0.057 (0.166)	0.344 [†] (0.193)	0.060 (0.154)	0.357 [†] (0.191)
Self-reported health status 3 (1 if Fair)	0.129 (0.169)	0.448 [†] (0.193)	0.098 (0.156)	0.475* (0.191)
Self-reported health status 4 (1 if Poor)	0.152 (0.182)	0.628** (0.198)	0.158 (0.169)	0.656** (0.197)
I (Living in South)	-0.105 (0.079)	0.045 (0.088)	-0.090 (0.075)	0.057 (0.087)
I (Non-white)	0.272** (0.094)	0.194* (0.098)	0.396** (0.086)	0.213* (0.095)

**Table 5c: Bivariate probit model estimates
among married and unmarried parent households
with non-welfare income below \$9,430, cont'd**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Parent's characteristics				
I (Female)	0.120 (0.119)	0.487** (0.134)	0.049 (0.110)	0.474** (0.129)
# of IADL limitations	0.196** (0.037)	-0.001 (0.040)	0.201** (0.034)	0.002 (0.040)
# of ADL limitations	-0.021 (0.031)	-0.014 (0.036)	-0.018 (0.029)	-0.018 (0.036)
Number of children ($\times 10^{-1}$)	0.220 (0.195)	0.364† (0.206)	0.932** (0.169)	0.404* (0.183)
Child's characteristics				
I (Daughter)	-0.028 (0.079)	-0.036 (0.092)		
I (Married)	-0.777** (0.090)	-0.044 (0.098)		
Age ($\times 10^{-1}$)	-0.147** (0.052)	-0.051 (0.058)		
Years of schooling ($\times 10^{-1}$)	-0.182 (0.149)	-0.143 (0.168)		
Number of children ($\times 10^{-1}$)	-0.116** (0.029)	0.035 (0.025)		
I (Biological child)	0.579* (0.251)	-0.037 (0.243)		
	$\rho = 0.129$ (0.184)		$\rho = 0.278$ (0.178)	
Log likelihood	-1256.508		-1330.826	

† indicates significance at the 10% level, * at the 5%, and ** at the 1% level.

Asymptotic standard errors are in parentheses.

**Table 5d: Bivariate probit model estimates
among unmarried parent households
with non-welfare income below \$6,970 (N=781)**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Constant	-2.466* (1.084)	1.042 (0.976)	-1.650† (0.876)	0.566 (0.828)
Parent's characteristics				
I (SSI participation)	-0.027 (0.623)	-	-0.406 (0.507)	-
I (SSI participation) * Non-welfare income ($\times 10^{-5}$)	1.111 (5.641)	-	1.066 (5.268)	-
Non-welfare income ($\times 10^{-5}$)	-1.322 (5.377)	-15.465** (3.228)	-3.309 (4.673)	-15.796** (3.237)
I (SSI eligible)	-	0.538** (0.145)	-	0.519** (0.150)
Networth ($\times 10^{-6}$)	0.050 (0.982)	-7.086** (2.274)	0.272 (0.833)	-7.220** (2.202)
Age ($\times 10^{-1}$)	0.252* (0.105)	-0.074 (0.114)	0.105 (0.085)	-0.144 (0.090)
Years of schooling ($\times 10^{-1}$)	-0.066 (0.184)	-0.452** (0.175)	-0.092 (0.164)	-0.491** (0.163)
Self-reported health status 1 (1 if Very Good)	0.290 (0.226)	0.020 (0.255)	0.267 (0.211)	0.063 (0.257)
Self-reported health status 2 (1 if Good)	-0.074 (0.218)	0.332 (0.230)	-0.068 (0.203)	0.373 (0.229)
Self-reported health status 3 (1 if Fair)	-0.031 (0.219)	0.332 (0.233)	-0.037 (0.205)	0.396† (0.231)
Self-reported health status 4 (1 if Poor)	0.106 (0.237)	0.476* (0.235)	0.070 (0.220)	0.524* (0.235)
I (Living in South)	-0.074 (0.103)	-0.012 (0.110)	-0.062 (0.099)	0.007 (0.107)
I (Non-white)	0.241† (0.139)	0.326* (0.121)	0.399** (0.120)	0.339** (0.116)

**Table 5d: Bivariate probit model estimates
among unmarried parent households
with non-welfare income below \$6,970 (N=781), cont'd**

Independent variables	With child characteristics		Without child characteristics	
	Coreidence	SSI participation	Coreidence	SSI participation
Parent's characteristics				
I (Female)	0.002 (0.208)	0.582** (0.181)	0.070 (0.173)	0.476** (0.171)
# of IADL limitations	0.240** (0.049)	-0.036 (0.050)	0.243** (0.046)	-0.038 (0.048)
# of ADL limitations	-0.017 (0.041)	0.039 (0.042)	-0.005 (0.039)	0.037 (0.043)
Number of children ($\times 10^{-1}$)	0.152 (0.266)	0.310 (0.256)	0.761** (0.225)	0.351 (0.226)
Child's characteristics				
I (Daughter)	-0.085 (0.109)	-0.109 (0.121)		
I (Married)	-0.712** (0.120)	0.019 (0.130)		
Age ($\times 10^{-1}$)	-0.039 (0.070)	-0.071 (0.072)		
Years of schooling ($\times 10^{-1}$)	-0.179 (0.203)	-0.260 (0.214)		
Number of children ($\times 10^{-1}$)	-0.146** (0.038)	-0.011 (0.033)		
I (Biological child)	0.708 (0.460)	-0.373 (0.440)		
	$\rho = -0.096$ (0.382)		$\rho = 0.148$ (0.301)	
Log likelihood	-765.803		-805.428	

† indicates significance at the 10% level, * at the 5%, and ** at the 1% level.

Asymptotic standard errors are in parentheses.

2009. 5. 29

統計研究会

労働力の非正規化の日韓比較

大沢真知子

金 明中

I. 非典型労働の日韓比較

定義

韓国：政府と労働組合で定義が異なる

トレンド

各国の特徴

- 1) 両国ともに拡大しているが、韓国の方が比率が高い
- 2) 非典型のなかで、韓国は期間制労働者の増加が著しいのに対して日本はパート・アルバイトに集中している
公共政策（税・社会保障制度）の違いがここに
影響している

派遣労働者の割合も日本の方が高い

3) 性別・年齢別比較

日本の方が韓国よりも男女差が大きい

韓国は男性に多い

→内部労働市場の進展度の違いを反映？

4) 事業所規模

韓国の方がインフォーマルセクターの存在が大きい

インフォーマルセクター

自営・家族従業

零細企業の存在が大きい（横田、2003, 2009）

II. なぜ増加しているのか

需要要因 vs 供給要因

韓国は比率は08年になって減少しているが、非正規労働者の数は増加している。

シフト・シェア分析

→日本も韓国も需要要因が大きい

III. 非正規労働をめぐる福利厚生／公共政策

(日本)

(韓国)

IV. 非正規労働の増加に各国はどのように対応したのか

(日本)

2003 解雇規制が判例法から制定法になった

正規労働者の雇用保障はより明確になった？

非正規労働者の規制緩和がおこなわれた

派遣労働の自由化1999

市民グループと組合によって派遣村が開村される(2009)

(韓国)

非正規労働者保護法の制定

労働組合や市民団体の取り組み

最近の法改正

労働力の非正規化の日韓比較

現状把握

- 日韓国ともに就業形態の多様化が進み、雇用に占める非正規雇用の割合が継続して増大している(日本→2008年7~9月期:34.5%、韓国→2008年8月:33.8%)。
- 日本は平成不況以来、韓国はIMF経済危機(1997年)以来
- 日韓国における非正規雇員は正規労働者に比べて賃金水準が低く、公的社会保障の加入率が低い。
- 日本では非正規労働者に占める派遣社員の割合が高いものの、韓国は日本ほどではない。
- 日韓国政府は正規と非正規雇員者の間の格差、非正規雇員者の不安定的な雇用を解決するためにそれぞれにそれぞれの対策を実施している。

統計研究会「労働市場研究委員会」
2009.5.29(金)

大沢真知子・金明中

問題意識

- 日韓国において非正規雇員者が増加した背景はどこにあるのか。
- 日韓国における非正規雇員者の定義は同じであるのか。
- 非正規雇員者の賃金と付加給付の水準と社会保障の加入率は。
- なぜ日本では非正規雇員者に占めるパート・アルバイトの割合が高いのか(平成19年度384万人)。

非正規雇員者の定義

日本における非正規雇用の定義

- 正規労働者
 - ①フルタイムで、②正社員という呼称で③期間の定めのない④労働契約により⑤企業と直接雇用される労働者

- 非正規労働者
 - ①～⑤の属性のいずれかを欠く

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調査別概要と非正規雇用の割合

	就業形態の多様化に関する総合実態調査	就業構造基本調査	労働力調査
調査の目的	就業形態の多様化の実態を把握	就業・不就業の実態を把握	就業・不就業の状況を把握
担当	厚生労働省雇用統計課 労働経済第一係	総務省統計局	総務省統計局統計調査部 労働力人口統計室
調査基準日	2007.10.1	2007.10.1	毎月末日(12月は28日)
調査対象数	日本標準産業分類に基づいて14次産業に属する常用労働者5人以上を雇用する民間事業所から抽出した約16,000事業所において就業している労働者の中から抽出した約30,000人	総務大臣の定める方法により市町村長が選定した抽出単位に居住する約45万世帯の15歳以上の世帯員	国勢調査の約90万調査区から約2,900調査区を選定し、その調査区内から選定された約4万世帯と調査された約100万人(就業状態は世帯員のうち15歳以上の者約100万人)
雇用者に占める非正規労働者の割合	37.8%(2007.10.1)	35.6%(2007.10.1)	33.5%(2007年平均)

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調査別非正規雇用の内訳

基準	就業形態の多様化に関する総合実態調査		就業構造基本調査		労働力調査	
	正社員以外の雇用者の割合	正社員以外の雇用者の割合	正社員以外の雇用者の割合	非正規の職員・従業員	非正規の職員・従業員	非正規の職員・従業員
合計	37.8	35.6	33.5			
パート	22.5	16.6	15.9			
アルバイト	-	7.7	6.6			
労働者派遣事業所の派遣社員	4.7	3	2.6			
契約社員	2.8	4.2	5.8			
嘱託	1.8	2				
出向	1.2	-	-			
臨時的雇用者	0.6	-	-			
その他	4.3	2	2.6			

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韓国における非正規雇用の定義

- 政府側と労働組合側の定義が異なる
- 両方とも統計庁の「経済活動人口調査」の付加調査を利用して計算
- 政府側の定義
 - ①契約期間(無期か有期か)、
 - ②1日の勤務時間(フルタイムかパートか)、
 - ③契約関係(直接雇用か間接雇用かあるいは、個人事業主か)
 といった3つの基準をもとに、有期契約であり、短時間勤務をしており、3者以上の雇用契約を結んでいる場合を非正規労働者としている

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