

Accepted Manuscript

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PII: S0889-1583(15)00047-7
DOI: <http://dx.doi.org/10.1016/j.jjie.2015.09.003>
Reference: YJJIE 915

To appear in: *Journal of THE JAPANESE AND INTERNATIONAL ECONOMIES*

Received Date: 15 May 2014
Revised Date: 26 September 2015

Please cite this article as: Hijzen, A., Kambayashi, R., Teruyama, H., Genda, Y., The Japanese labour market during the global financial crisis and the role of non-standard work: A micro perspective, *Journal of THE JAPANESE AND INTERNATIONAL ECONOMIES* (2015), doi: <http://dx.doi.org/10.1016/j.jjie.2015.09.003>

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**THE JAPANESE LABOUR MARKET DURING THE GLOBAL FINANCIAL CRISIS AND THE
ROLE OF NON-STANDARD WORK:****A MICRO PERSPECTIVE[†]**Alexander HIJZENⁱRyo KAMBAYASHIⁱⁱHiroshi TERUYAMAⁱⁱⁱYuji GENDA^{iv}**Abstract**

This paper analyses aggregate labour dynamics during the global financial crisis in Japan and the role of non-standard work using micro data. The analysis proceeds in two steps. First, using comprehensive establishment-level datasets for the period 1991-2009, it provides a detailed portrait of the adjustment behaviour of establishments at the micro level. Second, it compares aggregate labour market dynamics during the global financial crisis with that observed during the 1997 crisis and decomposes the observed differences into components that can be attributed to changes in the micro-adjustment behaviour of Japanese establishments, changes in the incidence of non-standard work and changes in the distribution of shocks across establishments. It finds that the incidence of non-standard work has increased considerably, worker turnover is much higher among non-standard than standard workers and adjustments in working-time are less important for non-standard workers. Counterfactual simulations suggest that the employment response during the global crisis would have been smaller if the incidence of non-standard work remained at the level observed during the 1997 crisis. The relatively small employment response observed during the global financial crisis is therefore driven by factors others than the increase in the incidence of non-standard work.

Keywords: labour market duality, labour market resilience, job quality, temporary work, crisis

JEL codes: D22, E24, J23, J41

[†] This work was supported by KAKENHI (24243035). Permission for the use of the microdata was granted by the Ministry of Health, Labour and Welfare in accordance with the Statistics Law No. 33. All errors are our own.

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