

**Review of the Activities of the Institute of Social Science
(FY2005–2013)**

Institute of Social Science
The University of Tokyo
February 2014

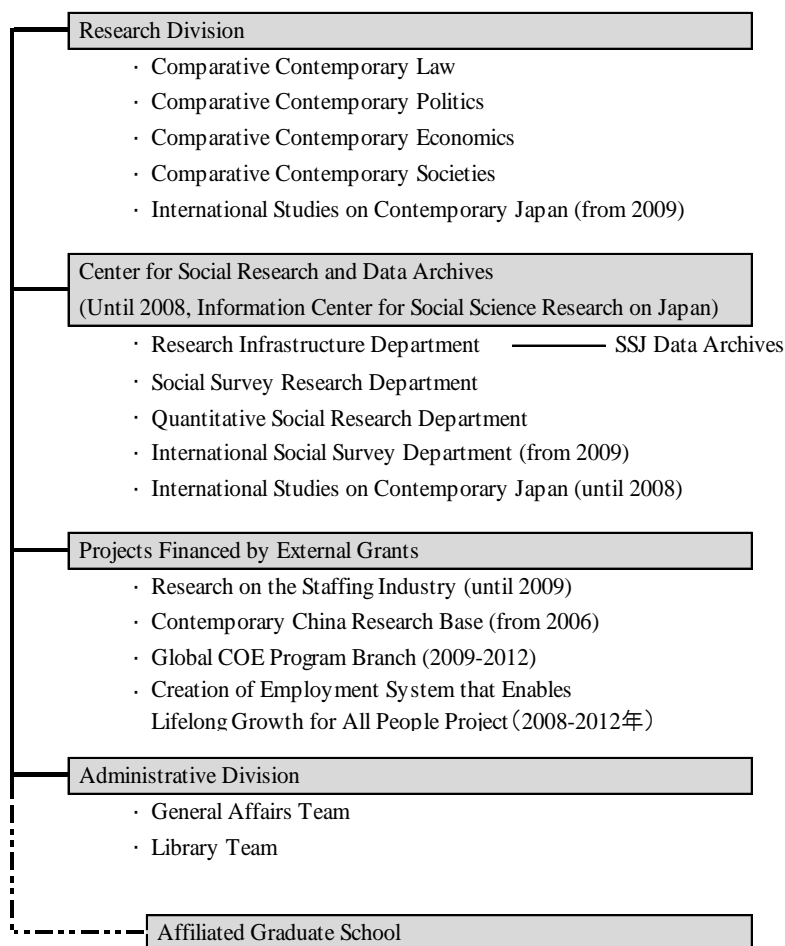


Chapter 1 History and Current Situation

The University of Tokyo's Institute of Social Science (ISS) was established in August 1946 in reflection on the bitter experience of the war and the shortcomings of social science research in prewar Japan. The Institute aimed at furthering "the construction of a democratic and peace-loving nation by promoting empirical social science based on systematic collection of data and conducting comparative studies of a high academic standard."

In 1985, the ISS was reorganized into four divisions: Comparative Contemporary Law, Comparative Contemporary Politics, Comparative Contemporary Economics, and Comparative Contemporary Societies. These divisions covered 22 disciplinary sub-fields. In 1996, the ISS established the Information Center for Social Science Research on Japan (ICSSRJ) as an affiliated institution. In April 2009, the center was reorganized as the Center for Social Research and Data Archives. Along with the reorganization, the former ICSSRJ's Department of International Studies on Contemporary Japan was transferred from the Center to the ISS as the institute sought to strengthen its contribution to social science research on Japan from a global perspective. The ISS currently invites professors from overseas to serve as visiting professors and publishes a quarterly newsletter in English.

Fig. 1-1 Organization



As shown in Fig. 1-1, the institute is currently composed of four Research Divisions, the Center for Social Research and Data Archives, Projects Financed by External Grants, a library, and an administrative office. The ISS also works closely with the University of Tokyo's graduate schools on various educational programs.

Table 1-1 shows the number of ISS staff during the past nine years. The table does not include fellows from the Japan Society for the Promotion of Science and young visiting researchers from overseas. Approximately 120 people work at the ISS as of 2013.

Table1-1 Staff during the past nine years

	2005	2006	2007	2008	2009	2010	2011	2012	2013
Professors	23	23	23	23	23	23	22	22	22
Associate (Assistant) Professors	13	11	11	13	13	13	13	14	13
Instructors, Assistants	12	11	9	11	7	7	7	7	9
Researchers on External Grants	2	2	2	2	2	4	5	3	1
Commissioned Research	4	4	4	4	4	4	4	4	4
Visiting Professors	4	4	4	4	4	4	2	2	2
Adjunct Instructors	10	10	12	8	9	22	21	7	5
Administrative Workers	21	20	22	22	22	22	21	21	20
Part-Time Workers	28	24	27	26	33	33	32	32	29
Total	117	109	114	113	117	132	127	112	105

Chapter 2 Action Scenario

Researchers at the ISS cover four major disciplines in social science: law, political science, economics, and sociology. The areas under study cover the Americas, Europe, and East Asia, including Japan. They cover diverse disciplines and geographical areas so that they can accomplish the institute's goal of engaging in social scientific study of Japan in comparative perspective.

In accordance with the Action Scenario of the University of Tokyo (aka FOREST 2015), the ISS has devised its own Action Scenario, which calls for the institute to accomplish six goals:

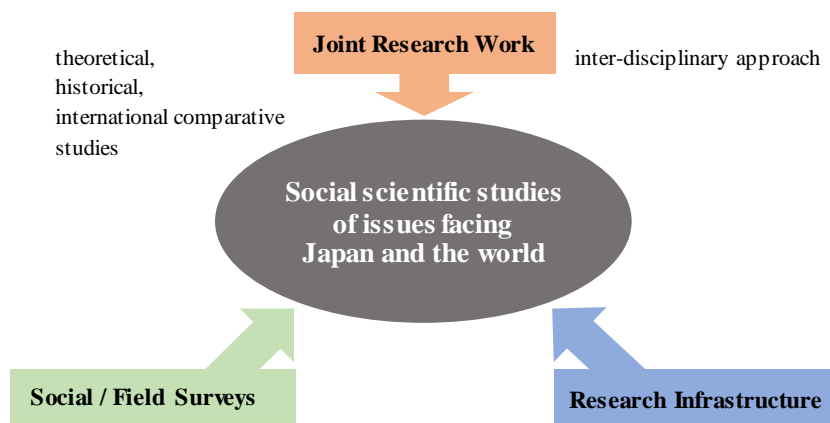
1. Ensure the diversity of disciplinary approaches, including law, political science, economics, and sociology and acquire “comprehensive knowledge” to confront various challenges facing modern society by working closely with overseas researchers.
2. Maintain close cooperation with specific local communities. Jointly pursue the creation of knowledge with people in the community where research is conducted, rather than simply providing them with the benefits of our research.
3. Create our own data based on high-quality social research while also collecting, organizing, and publishing primary data on societal studies and public opinion polls produced by other institutions. In so doing, develop the Center for Social Research and Data Archives into a world-class resource archive.
4. Strengthen cooperation with universities and research institutes in other parts of Asia as well as with those in the West. Pursue further internationalization of research.
5. Make more efficient use of our resources by pursuing international projects and training programs. Provide human resource training to meet the needs of a globalized, information society.
6. Pursue on-going voluntary and autonomous self-assessment of the institute's activities. Maintain high ethical standards and comply with laws and regulations in pursuit of academic excellence and vigorous interaction with society.

Chapter 3 Research Organization

The ISS's has a three-layered research structure: basic research in each academic discipline, collaborative research groups, and institute-wide joint research projects. At the level of basic research, individual staff members independently create their own projects. This forms the basis of the institute's other research activities. The institute-wide joint research projects pursue unified themes based on the outcomes of the basic research activities. Group research projects fall between these two levels. In recent years, external grants have financed an increasing number of projects that create research bases and commissioned research programs in close cooperation with organizations outside the ISS.

The ISS's activity is based on three pillars as depicted in Fig. 3-1, following the above-mentioned Action Scenario.

Fig. 3-1 Three pillars of research activities



The first pillar, the pursuit of interdisciplinary joint-research work, comprises institute-wide research projects, other group research projects, and projects financed by outside grants. Table 3-1 shows three institute-wide research projects that have been conducted since 2005: comparative regionalism, social sciences of hope, and reconsidering governance. The table also includes seven major projects financed by external grants.

The second pillar is the creation of research infrastructure, which comprises the operations of the data archives and library. Chapter 7 provides an overview of the Center for Social Research and Data Archives, which operates the archives.

The third pillar is the ISS's own field surveys for the joint pursuit of knowledge. Details are included in each research project described in Chapter 4 and below.

Table 3-1 Institute-wide projects since 2005 and projects financed by external grants

		2005	2006	2007	2008	2009	2010	2011	2012	2013
Institute-Wide Projects	1. Comparative Regionalism	████████████████████								
	2. Social Science Studies on Hope	████████████████████								
	3. Reconsidering Governance					In preparation	████████████████████ To be completed in FY 2013			
Projects Financed by External Grants	1. Research on the Staffing Industry	████████████████████								
	2. Human Resource Forum						████████████████████			
	3. Contemporary China Research Base			████████████████████ First Phase				████████████████████ Ongoing Second Phase		
	4. Creation of Employment System that Enables Lifelong Growth for All People Project				████████████████████					
	5. Global COE Program Branch				████████████████████					
	6. Research Project toward Realization of a Work-Life Balanced Society				████████████████████				Ongoing	
	7. Economic Analysis of Corporate Internal Data Project									Ongoing

Chapter 4 Institute-Wide Research Projects

This chapter provides an overview of three institute-wide research projects conducted since 2005. Table 3-1 reports the dates and durations of the projects.

1) Comparative Regionalism Project: CREP

This project studied the emergence of regionalism in Europe, the Americas, and East Asia. The goal was to analyze features that are unique to each region while identifying universally applicable characteristics. A common framework has been established from the perspectives of law, political science, and economics to compare and contrast the regionalism of each geographical location.

This study sought to create an institutional or a normative framework for considering relationships among regions to contribute to a stable order for East Asia. It had two main characteristics. One characteristic was that this project went beyond the study of nation states or national governments as entities involved in the institutionalization of regionalism; it also considered corporations, civil organizations, and municipalities. The second characteristic was this study’s pragmatic aspect: it proposed a desirable framework for institutionalization in East Asia, rather than merely comparing the current situations. Consistent with the character of the topic, this project emphasized an international joint study.

In fiscal 2005, we attempted to create a common analytical framework to understand the current situation. In fiscal 2006, we conducted comparative analyses based on the framework created in the previous year. In fiscal 2007, we announced and discussed a proposal for a future institutional legal framework for East Asia. In fiscal 2008, the final year, we published and disseminated the research results, detailed in subsections a, b, and c below.

a) Seminars

We held seminars on a regular basis to discuss the issues. Ten seminars were held in 2005, nine in 2006, four in 2007, and three in 2008.

b) International workshops, symposia

We held three international workshops/symposia to present research outcomes and debate the issues reported in Table 4-1. Researchers from Japan and abroad took part.

Table 4-1 International symposia on comparative regionalism

Date	Topic	Venue
2005.9.12-13	Designing the Project of Comparative Regionalism	ISS , The University of Tokyo
2006,7,15-16	The Dynamics of East Asian Regionalism in Comparative Prospective: Private-led Regionalism?	Koshiba Hall, The University of Tokyo
2007.7.20-21	Future East Asian Regionalism: Proposal for an East Asian Charter	Yayoi Auditorium, The University of Tokyo

c) Publication and dissemination of research results

We emphasized the immediate disclosure and dissemination of the research outcomes to make the project widely accessible. We distributed the outcomes through events held in Japan and abroad, including lectures at the University of Bologna in Italy, and we constructed a website.

We published the outcomes on our website, issued electronic newsletters, and published discussion papers on the outcomes of our regularly scheduled seminars. We also published two books: one in Japanese and the other in English.

2) Social Sciences of Hope

The “social sciences of hope” project was pursued under the slogan: “Turning hope into a social science.” The purpose was to establish a relationship between hope and society. Existing social sciences such as economics have studied social behavior under the assumption that individuals have hopes and that they act to fulfill such hopes. However, there has been a growing awareness recently that hope may not be a given in modern society. We should also note that hope has previously been considered an attribute of an individual’s state of mind or emotion. In this project, however, we emphasize the idea that hope held by an individual is itself subject to social conditions. Conversely, the hope held by each individual could also affect the direction of society as a whole.

This project is composed of three pillars. First is the philosophical and theoretical study on hope. We provided an outline of “hope” by comparing it with a number of traditional concepts as happiness, peace of mind, risk, and optimism. The second pillar is an empirical analysis focusing on the data collected. We conducted nationwide surveys and studied differences between people with hope and those with none. The third pillar is a comprehensive regional study targeting Kamaishi City in Iwate Prefecture. Kamaishi was once a prosperous city that developed around the steel industry. Once a “star of hope in rural Japan,” it now suffers from a population decline, aging demographics, and changes in industrial structure, raising a specter of what could happen to other parts of Japan in the near future. Many researchers visited the city a number of times and talked to people who were seeking to reignite their hope.

The results of the project are detailed in subsections a, b, and c below.

a) Research conducted

We ① distributed questionnaire surveys and ② engaged in comprehensive fieldwork in Kamaishi City, Iwate Prefecture to conduct the above-mentioned second- and third-pillar studies.

① We conducted the three surveys reported in Table 4-2.

Table 4-2 Surveys conducted as part of the social sciences of hope project

Method	Survey Period	Subject	Number of Valid Responses	Name of Research
WEB Online	2005.5	People in their 20s to 40s nationwide	About 900	Questionnaire on Work and Life
Mail	2006.1	People in their 20s to 50s nationwide	About 2000	
Mail	2007.1-2	Graduates of Kamaishi City high schools	2448	Survey on Life and Thinking of People in Kamaishi City

②Comprehensive fieldwork was conducted twice: July and September 2006. The first study, a preliminary project, was conducted by 15 researchers. The second study was a major project involving 26 researchers and 6 assistants, who conducted interviews, studied written documents, and distributed questionnaires. The number of respondents reached more than 200, including those who were approached as part of subsequent studies.

b) Open Symposia

We held open symposia to disclose our research outcomes and help advance our studies. Table 4-3 reports the details. We also held other open seminars on a regular basis, hosting 20 seminars in four years.

Table 4-3 Open Symposia on Social Sciences of Hope

Time	Venue	Type	Title
2005.07.15	Tokyo Women's Plaza, Tokyo	Symposium	Declaration of Hope!
2007.03.03	City Community Center, Kamaishi City	Symposium	Is There Hope in Kamaishi?
2007.06.19	International House of Japan, Tokyo	International joint workshop	What I think about when I think about hope
2007.11.3-4	Takeda Building and Yayoi Auditorium, The University of Tokyo	International joint symposium	Hope, Happiness: A Conversation with Asia
2007.12.18	International House of Japan, Tokyo	International Conference	The International Conference on Social Sciences of Hope: Toward a New Horizon of Hope and Society
2008.10.14	International House of Japan, Tokyo	International joint conference	Hope in Law and Economics
2008.11.10	International Activities Plaza, Fukui	Joint Symposium	Forum to Discuss Hope in Fukui
2008.11.6	City Community Center, Kamaishi City	Symposium	Revival of Hope in Regional Area: Social Sciences of Hope - Report from Kamaishi
2009.03.04	Tokyo Women's Plaza, Tokyo	Symposium	Hope Never Ends: Report on Social Sciences of Hope 2005–2008

c) Study results

Over a four-year period, the project produced the following outcomes:

- The announcement of the research outcomes through our website
- The publication of 61 discussion papers
- The publication of 10 issues between 2007 and 2011 in the University of Tokyo ISS Research Series

- The contribution of a series of articles to Koho Kamaishi, a public relations magazine published by Kamaishi City, and 67 articles for other magazines and newspapers
- The publication of seven books on the project's outcomes

3) Reconsidering Governance

Many current issues confronting Japan and the world at large are condensed into debates on governance, including corporate governance, “good governance” in terms of the effectiveness of aid to developing countries, “welfare governance,” and “local governance.” The goal of the project is to advance governance research with a cross-disciplinary approach involving law, political science, economics, sociology, and other disciplines, and to contribute to the creative theorization of such governance. This project considers governance from two perspectives. One is cross-disciplinary analysis and synthesis. The second is an examination of the validity of the concept of “governance” per se. We pose this question because the significance of the concept itself has rarely been questioned despite a sudden outpouring of theories of governance.

This project has four sections: ①The Social Security System and the Global Economic Crisis, ②Market/Corporate Governance, ③Local Governance, and ④Governance of Reconstruction from Disasters. Note that section 4, which was newly established in the wake of the 2011 Great East Japan Earthquake, intersects the other 3 sections. The details of each section are as follows.

①The Social Security System and the Global Economic Crisis

Welfare states in the latter half of the 20th century sought to overcome unemployment and achieve freedom from want after experiencing two world wars and the interim global depression. However, various systems established during the period are now being called into question because of constraints resulting from an aging population, lack of sufficient resources, and concerns about the environment. The question of the ideal balance of cooperation and division of labor between the government and the private sector continually arises, and an adequate structure of governance that involves a wide range of actors at the micro, local, national, and supranational levels is being sought. In order to illuminate the challenges facing welfare governance, our research compares the Japanese system with those of Germany, the U.S., Sweden, South Korea, China, Thailand, and others.

②Market/Corporate Governance

We conceptualize corporate governance as a mechanism used to discipline and supervise mutual relationships not only between shareholders and management but also among other stakeholders such as directors, employees, creditors (financial institutions, etc.), and clients. Using basic contract theory as our analytic tool, we offer a theoretical and empirical analysis of corporate governance with a focus on Japan's experience.

We examine the shift from prewar traditional corporate governance (which assumed a fluid labor market and stock market) to what became known during the postwar period as Japanese-style corporate governance, which emphasizes employee benefits. We then consider ramifications on the corporate governance of institutional changes in the financial and labor markets in the 1990s and later. Based on the outcomes, we seek to provide a comparative institutional analysis to reveal relationships between exogenous factors of the market environment and efficient forms of corporate governance.

③Local Governance

The concept of local governance is used in diverse ways, and confusion exists concerning its usage. However, it has commonly come to embody two broad perspectives.

First, the concept of local governance deals with various actors, comprising not only local governments (including legislatures) and residents, but also community associations, nonprofit organizations, civic groups, employee organizations, welfare organizations, and environmental organizations, as well as corporations, economic groups, and trade organizations. Second, these actors are assumed to influence one another in a horizontal way. Their relationships are not simply those of the governing versus the governed or employer versus employee, in which the power flows only in one direction.

These trends are necessitated by a decline in government functions caused by fiscal constraints and globalization and by the creation of certain organizations in a civil society. In this project, a variety of scholars with backgrounds in fields such as politics, administration, finance, history, and thought, all bring together a rich vision, and are going to address these issues based on case study outcomes.

④Governance of Reconstruction from Disasters

The Great East Japan Earthquake that devastated much of northern Japan and crippled a nuclear power plant on March 11, 2011 has raised a number of questions regarding the core principles of “governance.” What are the challenges facing the disaster-stricken regions in recovering from the massive damage inflicted by the disaster and creating sustainable regional development? What type of mechanism should these regions construct to ensure the participation, cooperation, and coordination of multiple actors? This project comprehensively studies such questions under the title of Governance of Reconstruction from Disasters and conducts a cross-disciplinary analysis in light of the new developments after the 3.11 Earthquake.

a) Seminars

We have been holding monthly project seminars open to the public to deepen the debate and share the outcomes of our research. Table 4-4 lists study sessions that have been held for each section.

Table 4-4 Seminars and Study Sessions by the Reconsidering Government Project

		2010	2011	2012	2013 (April-November)
Monthly Project Seminars		11	11	11	6
Special Seminars		0	2	1	0
Section	Market, Corporate Governance	6	7	9	5
	Local Governance	3	10	7	9
	Social Security	4	10	6	3
	Total	13	27	22	17

b) Symposia, lectures

We held international symposia and lectures, as shown in Table 4-5.

Table 4-5 Symposia Held by the Reconsidering Governance Project

Date/Time	Venue	Type (Speaker)	Title
2010.12.01	Yayoi Auditorium, The University of Tokyo	International Symposium	Governance of Contemporary Japan
2011.03.04	The University of Sheffield, U.K.	Workshop(Eisaki Ide)	The Japanese Construction State: Its Rationality and Limitation
		Workshop (Yukiko Yamazaki)	Japan's de-regulatory state: the 2001 introduction of the defined contribution pension system
		Speech(Mari Osawa)	Contextualizing the Socio-economic Strategy of the DPJ: Koizumi's policy and the EU's Lisbon strategy
2013.05.21	Seihoku Gallery, The University of Tokyo	International Symposium	Reconsidering Governance

c) Study results

Research outcomes are released on our website.

The records of most of the above-mentioned monthly project seminars are posted on the website in the form of discussion papers. As of November 2013, 26 papers had been posted.

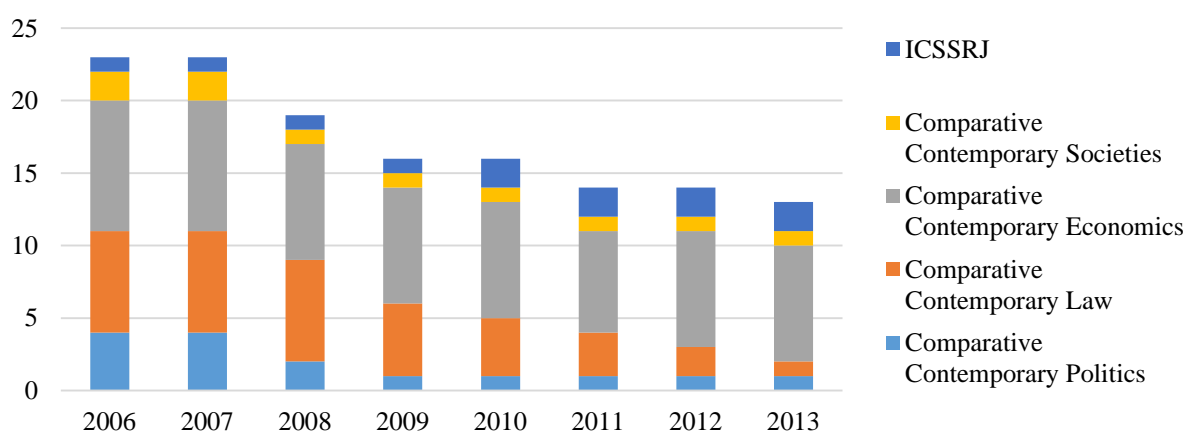
We also create and publish “A Compilation of Data on Employment and Security in East Asia” (in Japanese) which includes basic data on demographics, labor market conditions, labor relations, and social security systems in the region.

Chapter 5 Collaborative Research Groups

Many groups are actively conducting joint research projects, and we cannot mention them all here. Fig. 5-1 depicts changes in the number of such groups and the specialties of group leaders. However, as these groups are organized across disciplines, the categories of specialty are meant for reference only.

These groups can be the seeds of new institute-wide projects or projects financed by external grants. They also include groups that undertake the task of terminated projects.

Fig. 5-1 Changes in the Number of Collaborative Research Groups and Specialties of Group Leaders



Chapter 6 Projects Financed by External Grants

1) Research on the Staffing Industry

The Research Unit on the Staffing Industry was created in April 2004 as a three-year project and extended for another three years from April 2007 until March 2010.

The purpose of this research unit is twofold. One is to theoretically and empirically examine the current use of human resources by corporations and personnel issues that confront them. Businesses have faced increased globalization and uncertainty in the market place. The manner in which human resources are supplied has also undergone transformation, labor laws have changed, and the human resource industry has developed. The second purpose of the department is to use the results of this research to assist in devising a business strategy for human resource businesses as they seek to meet companies' human resource needs and consider issues involving human resource strategy.

Research was conducted under 9–14 subgroups. The results of these studies were reported and discussed at 34 seminars, with frequent additional working group meetings. Seven major symposia were held between 2005 and 2009 to report research results.

We have published papers in the Research Paper Series, data materials in our Occasional Paper Series, and books as a result of the research, as shown in Table 6-1. Each member has also contributed many articles to academic journals.

Table 6-1 Results from Research on the Human Resource Industry

	2005	2006	2007	2008	2009	Total
Research Paper Series	4	3	1	2	4	14
Occasional Paper Series	1	2	0	2	2	7
Books	0	2	1	1	2	6

2) Human Resource Forum

The Human Resource Forum was established to continue the studies of the Research Unit on the Staffing Industry, which was a temporary project funded by external grants. The purpose was to study the role of human resource businesses in the supply adjustment in the labor market and the client companies' use of human resources. The project conducted empirical and theoretical research on the relationship between client corporations and human resource service providers.

We conducted five surveys via the Internet and paper questionnaires. We held research meetings and workshops to report the latest findings and discuss issues. Eight research meetings, four workshops, and four working group meetings were held in 2010 and 2011.

3) Contemporary China Research Base

The ISS's Contemporary China Research Base was established in April 2007 as a joint project between the University of Tokyo and the Inter-University Research Institute Corporation/National Institute of the Humanities. The first five-year project, titled Economic Growth and Stability in China (led by Toshio Tajima), was completed in March 2011. The second project began in April 2012 under the theme "Economic Development of China and East Asia in Long-run: The Trajectory and Prospects of Industrialization."

China requires a vast amount of resources to maintain its high economic growth. Constraints on environmental resources faced by China and other nations are expected to increase in the future. China must accelerate its plan to find a new method for developing its economy in the 21st century and beyond.

Against this background, the first five years of our research focused on the industrialization of China and East Asia, as well as changes in China's external economic relationships. We conducted a comparative analysis of long-term economic development and researched the contemporary development and concentration of China's high-tech and software industries. We also analyzed the country's external economic relationships with other nations, such as the ASEAN countries, and its offshore resource development projects in Africa. We conducted field studies on the country's concurrent external economic assistance to Africa, ASEAN, and Latin America in relation to the development of such industries.

The second phase of the project builds upon the above-mentioned foundation. We are pursuing empirical and interdisciplinary studies on China's real economy to determine whether there is any possibility that China will change the method by which it seeks to achieve economic expansion in the 21st century. This analysis is being conducted in light of various international economic situations that confront China, including the need for resource development, as well as historical and institutional biases unique to the Chinese economic system. We are also studying the impact that a possible transformation of China's economic development policy will have on the global economy, as well as issues involving foreign economic assistance and overseas investments associated with such assistance. In doing so, we also consider the changes in the structure of the world economy and of foreign aid regimes. Our examination of these and other issues also incorporates the viewpoint of the Chinese people themselves.

We have held more than 110 workshops and symposia, both large and small. The results of these studies are available on our website, and Table 6-2 reports the results of our research.

Table 6-2 Outcomes of Research Conducted by the Contemporary China Research Base

	Japanese	Chinese	English	Total
Books	18	3	1	22
Academic Papers	1	1	1	3
ISS Contemporary China Studies Series	11	1	0	12
Discussion papers	2	3	1	6
Annual Reports of NIHU Program	0	3	0	3
Other Publications	4	1	4	9

4) Project on the Creation of an Employment System that Enables Lifelong Growth for All People

This project, entitled “Creation of an Employment System that Enables Lifelong Growth for All People” was adopted under a larger project commissioned by the Ministry of Education, Culture, Sports, Science, and Technology (MEXT), called the “Program for Promoting Social Science Research Aimed at Solutions of Near-Future Problems.”

The purpose of the project is to consider methods to create a “lifelong development employment system,” in which all workers achieve creativity, enjoy work flexibility, and have workplace safety throughout their lifetime. We propose such methods to policymakers and companies’ human resources managers. This project was a carryover from the institute-wide research project “Social Sciences of Hope.”

Research is divided into three fields: labor market and education; companies and organizations; and law and institutional structures. We have conducted separate studies in each of the three fields. These studies included the discovery of new findings based on micro data and panel data, reexamination of hypotheses with a secondary analysis of a wide range of data, and comprehensive fieldwork in select locations.

We held 25 workshops in four years. The results of the project are disclosed on our website as discussion papers and disseminated through other platforms. Specifically, we published 23 books (including co-authored books), wrote 61 academic papers, and contributed many articles to magazines and newspapers. The project, in its final year, was assigned a final grade of “A” by the Japan Society for the Promotion of Science.

5) Global COE Program Branch

The Global COE Program “Gender Equality and Multicultural Conviviality in the Age of Globalization” is led by Tohoku University. The ISS is affiliated with this program, which seeks to establish a world-class network for education and research on this topic by synergizing major fields of study in the social sciences, such as law, political science, sociology, and economics.

The ISS has been focusing on the following three projects as part of the program:

1. Human Security and Trafficking in Person: A Touchstone Issue for Gender Equality and Multicultural Conviviality
2. A Comparative Gender Analysis of Livelihood Security Systems: Faces of the Global Knowledge Economy and Social Exclusion
3. An Empirical Study on the Effectiveness of Work-Life Balance and Equal Opportunity Policies

We had published more than 30 reports and books by 2012 and held more than 30 seminars and open symposia in Japan and overseas.

6) Research Project toward Realization of a Work-Life Balanced Society

Research Project toward Realization of a Work-Life Balanced Society began in October 2008 to study whether there is any relationship between major companies' promotion of work-life balance (WLB) and how employees actually work. In addition to researchers from the ISS, approximately 20 companies are involved in the project, which conducts comprehensive research, including model projects.

As of November 2013, a total of 41 meetings had been held. Fifteen interviews had been conducted concerning model projects undertaken by participating companies. Also, 23 surveys had been conducted to assess companies' stances concerning this issue, and 23 training sessions had been held for them. These efforts led to five major conferences where we announced our research results. We published seven research reports on WLB, and project members published five books. These results are available on our website.

7) Economic Analysis of Internal Corporate Data Project

A joint research project with Works Applications Co., Ltd., "Economic Analysis of Human Resource Allocation Mechanisms within the Firm" began in July 2013. In this project, using personnel records from several Japanese firms, we attempt to answer a number of questions such as whether the patterns we observe in their internal labor markets are consistent with the theory of rational firm behavior; whether internal labor markets in Japanese firms, which generally do not face active external labor markets, differ from those of their counterparts in Western economies; how institutional factors affect human capital allocation and pricing; and how changes in worker assignment policy and organizational structure affect innovation activities.

The goal is to achieve a deeper understanding of the workings of companies' internal labor markets and to pursue research that can lead to better human resource management.

On July 12, 2013, we hosted an international symposium, titled "the Science of Japanese Personnel Management: Rethinking Employment Systems in the Era of Globalization." We also held an international workshop on "Personnel Economics in Tokyo" on July 13 and 14, 2013. The research outcomes are available on our website.

Chapter 7 Center for Social Research and Data Archives

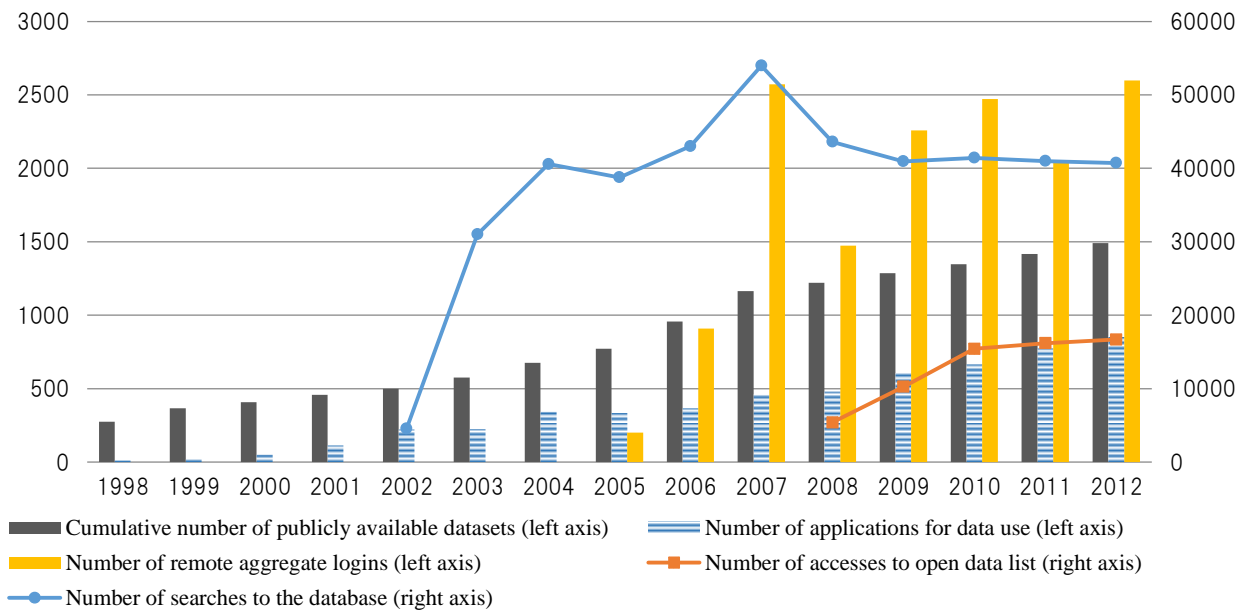
The Center for Social Research and Data Archives (CSRDA) was established in April 2009 by reorganizing the Information Center for Social Science Research on Japan (ICSSRJ), which had been created in 1996. The ICSSRJ created the Social Science Japan Data Archive (SSJDA) to provide a systematic data archive in Japan, which had been lagging behind the West in this field. In 2010, the center was authorized by the Ministry of Education, Culture, Sports, Science and Technology (MEXT) as a Joint Usage and Research Center for Social Research and Data Archives.

The center's activities are classified into four categories: 1. Research Infrastructure Department, 2. Social Survey Research Department, 3. Quantitative Social Research Department, and 4. International Survey Research Department. The following four subsections summarize each Department's activities.

1) Research Infrastructure Department

The Research Infrastructure Department primarily operates the SSJDA and conducts related research. Fig. 7-1 provides an overview of the department's activity.

Fig. 7-1 SSJDA operations



The Social Survey Research Department has been updating the quality and quantity of deposited raw data. The cumulative number of publicly available datasets has reached approximately 1,500. We adopted an online system to manage information in an integrated fashion. The method of data provision is being renewed to process all data usage applications online. The number of accesses to the collected research database has now reached 40,000. However, applications for access have been rising annually. In 2012, we received 855 such applications. The number of newly available datasets changes. Many papers and publications have been released using the dataset provided by the SSJDA. In fiscal 2012, the number of such publications reached 145.

In 2005, we adopted a remote tabulation system, which allows users to create cross tabulation tables of certain datasets over the Internet. In 2012, this system had 2,599 logins.

2) Social Survey Research Department

The Social Survey Research Department creates new research data that can be used by a wide variety of researchers.

As part of this effort, the department conducted a comprehensive survey on social attitudes and social behaviors (Japanese General Social Surveys - JGSS) from fiscal 1998 to 2012 jointly with Osaka University of Commerce. It is the Japanese version of the general-purpose surveys widely used abroad.

The ISS also conducts its own panel surveys (ISS Panel Surveys) to remedy Japan's long-standing dearth of panel surveys. Since fiscal year 2006, we have conducted the Japanese Life Course Panel Survey (JLPS) every year to study changes in the way young and middle-aged people live and work. We have also been conducting panel surveys targeting high school graduates since 2003. The results of these surveys are presented at academic conferences and published as discussion papers and academic articles. The number of discussion papers reached 71 as of September 2013.

3) Quantitative Social Research Department

The Quantitative Social Research Department hosts "research workshops" to promote the widespread use of secondary data analysis research. The Department also hosts a meeting at the end of each fiscal year at which participants report the results of their studies. The participants then write research papers in the Research Paper Series (RPS). There have been 50 such papers as of May 2013. In addition, the Department holds quantitative research seminars to introduce courses on secondary analysis and related statistical methods.

4) International Survey Research Department

SSJ Data Archives became a member of the Inter-university Consortium for Political and Social Research (ICPSR), a U.S. data archive operator, so that faculty members, graduate students, and undergraduate students at the University of Tokyo can access U.S. data. We established an ICPSR Japanese National Membership Association in September 1999 for users in Japan and have been representing the committee since then as its hub organ.

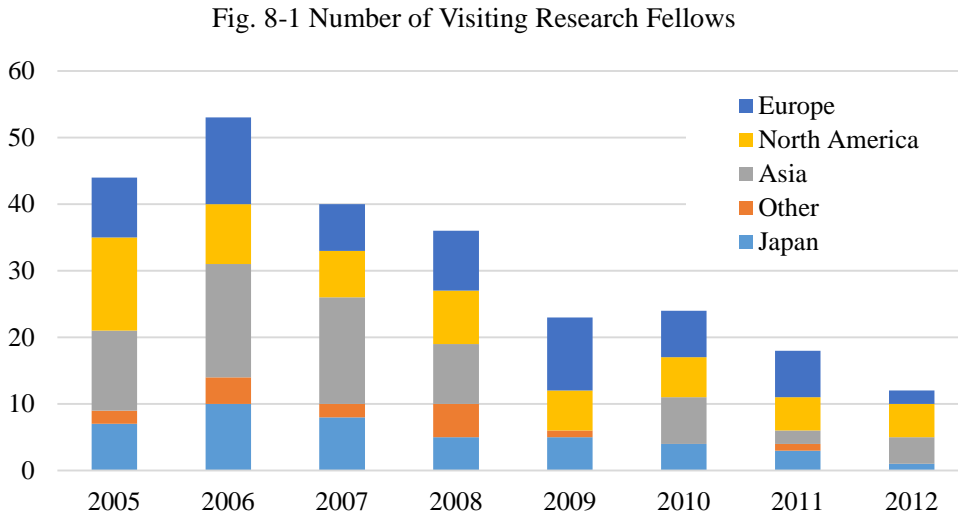
We became the first East Asian organization to join the International Federation of Data Organizations in February 2001. We have also been involved in the activities of the International Association for Social Science Information Service & Technology (IASIST).

We hosted a symposium titled "Data Archives and Their Prospects in East Asia" in March 2008, and a workshop on "Social Science Data Preservation and Dissemination in East Asia" in December 2012.

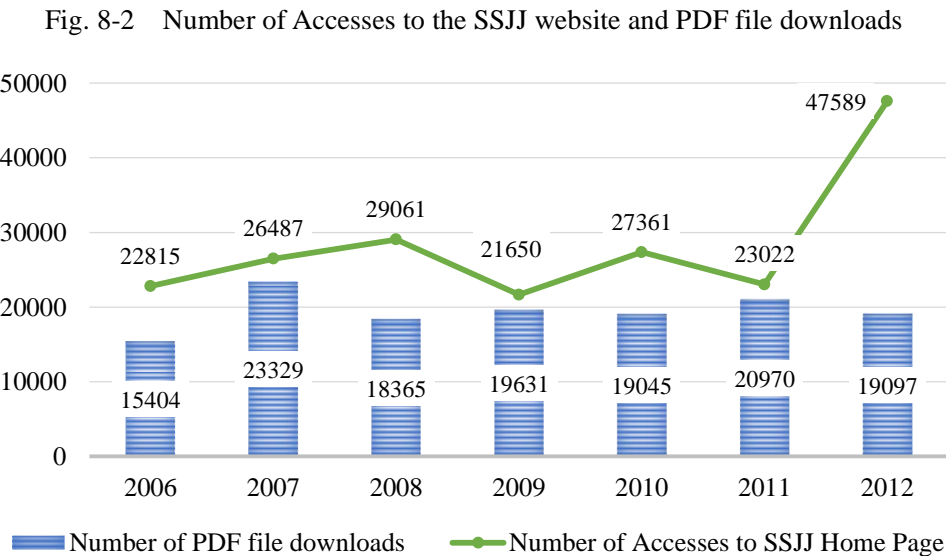
Chapter 8 International Exchange

ISS's international exchange activities include accepting numerous visiting fellows from overseas as well as hosting an international journal (*Social Science Japan Journal*), a quarterly newsletter in English, and an online forum devoted to social science research on Japan.

Fig. 8-1 depicts the number of visiting fellows at the ISS.

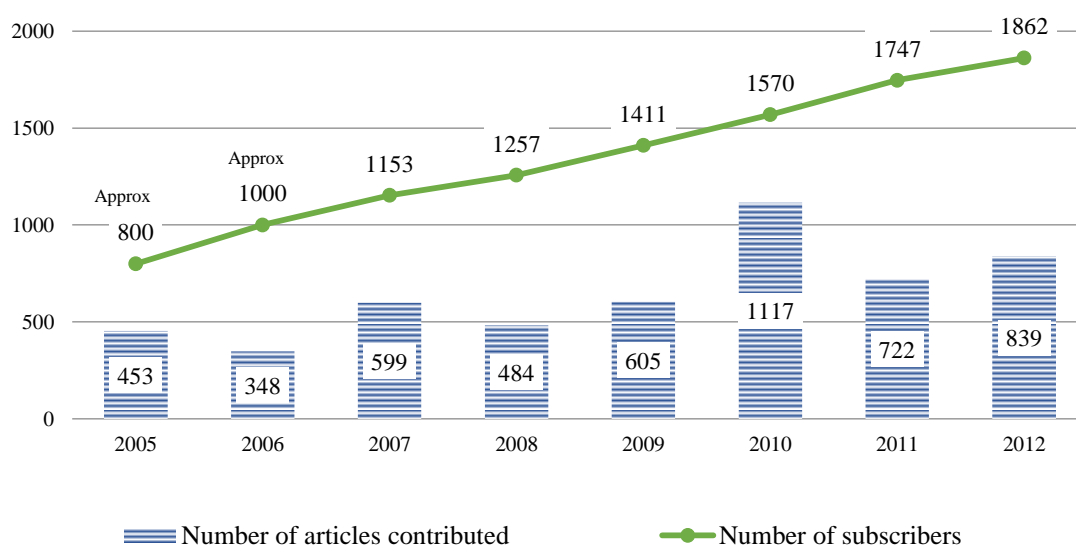


Social Science Japan Journal (SSJJ), which covers social science research concerning Japan, has been published semi-annually since 1998 by Oxford University Press. The journal has a circulation of 2,930, including institutional subscriptions and subscriptions based on consortium agreements. The journal is officially registered in the *Social Sciences Citation Index*, which lists only authentic international academic journals. SSJJ is also available online. Fig. 8-2 depicts the number of accesses and PDF downloads.



We also publish *Social Science Japan*, an English-language newsletter, and host the SSJ Forum, an electronic discussion list, to promote international research exchange. *Social Science Japan*, which features timely topics on Japanese society, invites contributions from experts from Japan and overseas. The newsletter also reports on the latest developments at the ISS. We have been publishing roughly two issues annually since its inception in 1994, totaling 48 issues to date. The SSJ Forum is a moderated mailing list for social scientists researching Japan. The Forum enables scholars to discuss issues related to Japanese society, politics, economy and law, and to share information about seminars, conferences, and job vacancies. Fig. 8-3 depicts the number of subscribers and posts between 2005 and 2012.

Fig. 8-3 Number of SSJ Forum Subscribers and Number of Articles Contributed



Chapter 9 Dissemination of Research Outcomes and Cooperation with Society

The outcomes of ISS research, which are released through the above-mentioned media and papers written by staff members, are also published in the *Shakai Kagaku Kenkyu* journal, which is issued three to four times a year. Staff members also write books. Table 9-1 reports the number of books authored or co-authored by our research staff each year. These publications include books edited or translated by our staff members but not reports on research grants or those on research meetings.

Table 9-1 Books Authored or Co-Authored by Staff Members

2005	2006	2007	2008	2009	2010	2011	2012
35	35	22	25	36	19	20	9

As part of an effort to promote research, we provide opportunities to present research in English by hosting the Contemporary Japan Group, which offers a venue at which foreign professors and research fellows in Tokyo can interact, and the Ph.D. Study Group, which organizes informal meetings of young researchers.

Staff members belong to academic associations in Japan and abroad. They also join advisory panels and committees commissioned by government ministries and agencies or by various local government bodies to work closely with people outside the academic community.

Table 9-2 Number of Academic Associations to which Staff Members Belong

	2005	2006	2007	2008	2009	2010	2011	2012
Japan	114	108	96	104	126	130	128	103
Overseas, International	29	37	37	37	46	47	47	37
Total	143	145	133	141	172	177	175	140

Table 9-3 Government Panels and Commissions in which Staff Members Participate

	2005	2006	2007	2008	2009	2010	2011	2012
Ministries, Agencies	12	31	33	45	30	24	24	25
Local Governments	5	7	6	7	8	3	8	4
Other institutions	1	0	0	2	14	17	17	18
Total	18	38	39	54	52	44	49	47

As part of our public relations efforts, we publish “ISS Mail News” and “The University of Tokyo Institute of Social Science Annual Review.” The former is a monthly email newsletter that distributes information on research meetings, publications, and various events related to research projects. The latter is a roundup of the institute’s annual activities. This report has been written with information taken from the annual review.