

Summaries

Marriage Bar in Japan, 1950's ~1980's

OMORI Maki

Under the Japanese employment practice, female regular employees had been forced to retire by company, not only on reaching the mandatory retirement age, which was often much younger than males', but also by the reasons of marriage, pregnancy and childbirth (the so-called marriage bar). In spite of the judgment of 1966, that meant the marriage bar in Sumitomo Cement Company was invalid, the labour administration had been passive in guiding employers to abolish the discriminatory treatment until the mid-1970's. This article will examine the expansion of marriage bar among companies by inquiries of the Women and Minors' Bureau, Ministry of Labour, before the Equal Employment Opportunity Act was enforced in 1986.

International Migration and the Employment of Farm Workers by Farm Households

Hiroshi KOJIMA

The employment of farm workers by farm households has been on the increase during the past two decades in Japan even though most of them still rely totally or largely on family members' labor supply. At least a part of the increase can be attributable to an increase in foreign "technical intern trainees," but there is no direct information on the nationality of trainees at the farm household level. This study aims to assess the effects of foreign trainees in agriculture (and foreign spouses in rural areas) on the employment of farm workers by farm households in 12 prefectures with higher percentages of foreign trainees or spouses, applying the Zero-Inflated Poisson (ZIP) model to the microdata from the 2010 Agriculture Census and the municipality-level data on foreign population from the 2010 Population Census.

The ZIP model reveals that the proportion of foreign population in the municipality population (random-effect variable) has negative effects on the employment of regular farm workers of both sexes by farm households in Hokkaido and Gunma Prefectures, while it has a negative effect on the employment of male regular workers and a positive effect on the employment of female regular workers in Chiba Prefecture. It has positive effects on the employment of temporary farm workers of both sexes in Hokkaido, Tokushima and Yamagata Prefectures and negative effects in Ibaraki and Chiba Prefectures. The effects of fixed-effect variables (the proportions of Chinese and Filipinos in foreign population and the percentages of women in Chinese and Filipino population) are in both directions depending on the prefecture and the gender of farm workers. The only relatively consistent effect across prefectures with a larger number of trainees turns out to be the negative effect of the percentage of women in Filipino population on the employment of temporary farm workers of both sexes. This may suggest that Filipino female trainees (and/or spouses) replace Japanese part-time workers to some extent.

Anime “Pilgrimage” and “Tourist Gaze”: Focusing on *Hyouka* in Takayama

Shinya Suto

Japanese anime fans use “pilgrimage” to mean visiting locations of scenes from animation works. This fan movement became famous in Japan due to the influence of mass media in the late 2000s. In the 2010s, some local governments and provincial tourist associations noticed this movement and began to attract tourists.

In this paper, we focus on the case of the anime *Hyouka*. The original author of this work lived in Takayama City, which is said to be the stage of those stories. Takayama is a famous tourist spot. About 200 thousand foreigners visit this city annually to see the old town and real local life. However, in *Hyouka*, almost none of the locations are tourist spots, because the work’s protagonists are high school students living in this city. The story describes their daily lives; thus, scene locations are casual spots found everywhere, such as around school, shopping streets, private houses, shrines, and the suburbs or the countryside. Therefore, “pilgrims” of this work see the real town, as opposed to the invented town as a tourist destination.

Since few famous and iconic sights of Takayama are drawn, fans who do not know this city better will not recognize that the cityscapes are Takayama’s. However, looking carefully, attention to tourism is suggested in location selection, varied objects reflected in the background, and story construction.

Anime “pilgrimage” in today’s tourism has become both an invitation to orthodox tourist spots and a package for an authentic experience of the region. However, it is also a fact that the “pilgrims” have the opportunity to freely deviate from such tourism.

The Structure of Indirect Discrimination in the Disability Discrimination Doctrine

Alisa SUGIYAMA

In 2013, the Japanese Diet enacted the Act for Promotion of Resolution of Disability Discrimination (PRDDA), and also revised the Act on Promotion of Employment of Persons with Disabilities (PEPDA). They prohibit “unreasonably discriminatory treatment” and “the failure to reasonable adjustment”. The “unreasonably discriminatory treatment” is not defined the meaning in the Acts. So does it include “indirect discrimination”?

For trying to clearly it, I studied the structure of indirect discrimination in the Disability Discrimination Act 1995 (DDA) and the Equality Act 2010 (EqA). The DDA didn’t prohibit indirect discrimination by the provisions, but the EqA do it. From my study, I proved that a problem of indirect discrimination is a use of discriminatory social structure. And also the DDA didn’t provided the provision on indirect discrimination, but it was able to interpret that the Act prohibited the discrimination.

Thus the PRDDA and PEDDA should prohibit the indirect discrimination aggressively, too.