

Title: “Overcoming dual labor market theory”

In labor research to date, discussion has been dominated by theories that use male regular employees at large companies as the base. In recent years, studies that focus on gender perspectives have started to grow in number. However, because we still assign male regular employees to the internal labor market and female employees (both regular and non-regular) to the external labor market, the “principles” of each market are divided into “human standards” and “employment standards” and these studies have not always moved past “Japanese dual labour market theory.” In Japan, where gender and employment dissemination are persistent, there is a strong need to overcome these limitations. In this report, we will examine the issues in the existing research to clarify the modern employment system.