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The Transition to Organization from Market

by Yoshimatsu Aonuma

The definition of socialism that was generally accepted is "social ownership of the means of production". But "planned production" has been tending to take its place. And it is claimed by socialists that the planning of production is impossible in capitalism. Is this proposition true? This article attempts to bring the subject to light.

On the basis of capitalism, many of the threads of social control have been summarized in market phenomena. However, industrialization at fullest will weaken market controls and convert them into non-market ones, which are dominated by organization. This means the transition to planning from competition.

In the organized society, professionals become indispensable figures. Professionalism is a necessary consequence in the higher stage of industrialization. The issue will hang on which develops professionalism more completely, socialism or capitalism.

AFL at the Time of Rising Monopoly, 1900-1914.

by Hisashi Kawada

To-day, the comparative industrial relations system is one of the most attractive subjects among labor students. According to the influential convergence theory, the industrialization will lead every country including developing nations to pluralistic society and competitive industrial relations system similar to that of the United States. Technology may tend to become common, however, it seems that the diversity of social and cultural context makes systems impossible to converge, at least in the near future. This is the main reason that the writer desires to trace the factors which developed characteristics of American industrial relations system. His interest, here is limited to the trade union development which is regarded

so unique from others outside of America.

This paper is a part of serial study on the above mentioned subject and concerns mainly with the process of formation and consolidation of business unionism during 1900-1914. It's contents are the growth of AFL based on business unionism, anti-union activities of the management, structure of AFL and it's affiliated unions, trends of major strikes led by AFL, and AFL non-partisan political action.

AFL affiliated membership increased constantly from a half million to two millions, during this period. This means that American labor established first time the stable organization after almost a century of struggles. What made it possible and why and how? The answer will be traced in the labor movement itself and related major factors of the period. This is the period of dynamic industrialization, enormous inflow of immigration, anti-union action of management, rise of radical direct action movement of IWW, great social upheaval against rising monopoly capital.

Facing with widespread anti-union activities of management, AFL tried to establish cooperative relations with management through the National Civic Federation which was organized labor, management and public leaders and aimed at peaceful industrial relations. At the same time, AFL tried hard to consolidate union organization by eliminating jurisdictional disputes among themselves and by intensifying inner discipline as well as increasing strike funds. Based on such policy and action, AFL established firmly its pure and simple business unionism which was exclusive craftsmen. AFL naturally could not compete with modern giant industry but limited its activities among those of building, printing, rail road, mining and others, and successfully established contractual relations with management. AFL also maintained its nonpartisan political action and denied laooors' independent party. American workers of those days were mostly immigrant labor not committed to American industry.

Those were the condition which forced the labor either to mass action or to business unionism and AFL followed the latter.

A Quantitative Analysis of Wage Determination in Japan (2)*

by *Yoko Sano*

The trade-off between the rate of wage increase and the unemployment rate, called the Phillips-curve, has shown a stable relationship over a fairly long time. A theoretical implication of the Phillips-curve could be instructive. A price adjusts to a new level depending on the amount of gap between demand and supply. This means that a competitive mechanism works in an actual labor market as the theory expects. Once a theoretical argument of the Phillips hypothesis becomes a statistical problem, however, the problem is not as simple as it was in the theoretical discussion. After Phillips found a stable relationship between wage changes and unemployment over time for Britain, many tests were given in Britain, the United States, Canada, and Japan, too. I can summarize the empirical results of nearly 30 cases as follows:

- (1) The original type of the Phillips-curve, which explains wage changes only by unemployment, was significant in some cases, but not in other cases.
- (2) Other factors: Consumer prices, profit rate and so forth, improve the explanation of wage changes for any country. Especially after World War II unemployment itself seems to have less ability to explain wage changes.

In short, the Phillips-curve hypothesis attracts people because of its surprisingly good fitness at first glance. But its stableness has not been empirically ascertained in most cases, and it appears to have no theoretical justification. If the Phillips hypothesis is classified as a "competitive hypothesis" (which explains wage changes by labor market condition), then the Kaldor's hypothesis should be an anti-Phillips case. Kaldor assumed that wages in the modern economy are determined by collective bargaining, not

* This paper is the second report of our joint study with Haruo Shimada. The first report was published as follows: Shimada, Haruo. "A Quantitative Analysis of Wage Determination in Japan (1)" *Mita Gakkai Zasshi*, Vol. 61, No. 5 (May, 1968).

by demand and supply. In this situation he infers, that profit should play an important role in determining wages by negotiation.

Eckstein-Wilson introduced the spillover hypothesis which explains wage changes in the key wage bargaining sectors (e.g., in heavy industry) by unemployment and profit (both differ by industry). This means that the wages are determined by the polar oligopoly case. Wages, once settled in the key group, are transferred to the non-key group (e.g., light industry). That is why this is called the spillover hypothesis.

The spillover effect can also exist within the key sector, and it can standardize wages of different categories within the key sector. The purpose of this paper is to test the competitive hypothesis, the profit (ability to pay) hypothesis, and the spillover-within-key-sector hypothesis in explaining wage changes in the key sector of the Japanese economy, 1956-1967. As the estimated results show, the rate of wage increase by industry was satisfactorily explained by an integrated hypothesis of the ability-to-pay hypothesis (index: profit rate by industry), the spillover-within-key-sector hypothesis (index: profit rate of average of all), and the competitive hypothesis (index: rate of employment increase by industry). Relative effects of each factor were as follows: the profit rate by industry and the rate of employment increase by industry showed almost the same weight and the profit rate for all showed nearly half the weight of the former two factors.