

Managing Human Capital in Japan

The Dominance of Tokyo in Higher Education

Akiyoshi Yonezawa, Tohoku University
Fumi Kitagawa, University of Bristol
Hugo Horta, Tohoku University



1



Tokyo: Japan's World City

- Large population (12.8 million: 35.0 million including metropolitan area) out of 127.7 million national population
- A polarized center of the nation (government, commerce, transportation and culture)
- 136 (220 in metropolitan area) universities
- Highly domestic: 0.4 million foreign residents (0.8 million in metropolitan area)

7

Managing Human Capital in Tokyo

- Attraction of intellectuals and high skilled workers from inside and outside of the nation
 - Maintaining the dominance position of human flow
- > Focusing on the academics as a case of intellectual human capital, we examine how academics are attracted to Tokyo

8

Focus of our research

- Examine the diversification of academic life, especially focusing on the geographic location of the universities and vulnerable groups
 - Academic cliques and networks concentrated at large cities
 - High pressure for accountability in universities at local cities and their academic staff
 - Gender differences as to the impact of geographical issues

9

Survey on Life of University Teachers

- June to July 2006
- Postal Questionnaire Survey to 5,035 of 23 universities (public and private)
 - 160 returned for unknown address
- Based on *National University Staff Directories 2005* by Kojunsha Press.
- Respondents: 1,352 (27.7%)
- Sampling from representative groups:
 - 4 geographical areas (see next slides)
 - 4 academic fields (medical & dental sciences, education & humanities, economics & management, law, engineering & natural sciences)
 - Focusing large schools/faculties: (may cause sampling bias?)

10

	Academic Staff	National share	Academic Staff at Public Universities	Share of Public Universities
School Basic Survey 2006				
Central Tokyo (23 Districts)	37,417	22.7%	6,578	17.6%
Suburb at Tokyo Metropolitan	20,662	12.6%	5,746	27.8%
Prefectures with Campus Cities	6,707	4.1%	4,730	70.5%
Cities Designated by Government Ordinance	34,557	21.0%	2,955	8.6%
Others	65,130	39.6%	52,446	80.5%
Total	164,473		72,455	44.1%
Effective Respondents				
Central Tokyo (23 Districts)	316	23.4%	153	48.4%
Suburb at Tokyo Metropolitan	325	24.0%	194	59.7%
Prefectures with Campus Cities	309	22.9%	309	100.0%
Local Cities	402	29.7%	311	77.4%
Total	1,352		967	71.5%

11

Activities and geographical area

	Overseas	National	neighbor- ing prefecture	within prefecture	within city or town	no activities	
	%	%	%	%	%	%	N
Linkage with industry							
Central Tokyo	4.2	22.3	15.0	13.6	1.7	61.0	287
Tokyo Suburb	3.3	15.6	15.6	10.1	2.6	45.1	307
Local cities	1.1	24.5	9.6	17.8	8.5	59.8	376
Campus cities	1.4	15.5	9.6	14.2	4.4	60.1	296
Total	2.4	20.0	14.5	14.1	4.8	61.5	1266
Research fields							
Central Tokyo	37.1	43.7	22.0	17.5	6.3	29.0	286
Tokyo Suburb	31.3	38.4	21.8	17.3	9.4	27.7	307
Local cities	23.9	42.2	21.8	26.0	19.9	30.0	377
Campus cities	28.0	41.5	23.9	22.1	14.5	26.6	289
Total	29.6	41.5	22.3	21.0	13.0	28.4	1259
Academic societies							
Central Tokyo	60.0	67.7	20.0	22.3	8.1	1.9	310
Tokyo Suburb	44.1	64.0	17.3	21.9	5.6	3.7	324
Local cities	44.8	92.4	35.0	20.4	11.1	3.3	397
Campus cities	51.6	90.3	27.3	17.5	6.2	1.0	308
Total	49.7	86.8	25.5	17.5	7.9	2.5	1339
Teaching at other universities							
Central Tokyo	4.2	15.9	14.9	22.8	1.7	50.5	289
Tokyo Suburb	1.6	13.0	15.3	29.0	3.3	47.9	307
Local cities	0.3	8.7	10.6	11.4	10.9	63.9	368
Campus cities	2.4	16.7	17.7	12.3	4.4	54.9	293
Total	2.0	13.3	14.4	18.5	5.4	54.8	1257

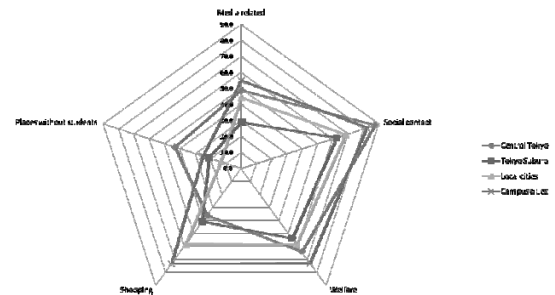
12

Media interviews (Multiple responses)

	National newspapers	National TV/radio	National journals	Journals/newspapers in specific fields	Local newspapers	Local TV/Radios	Local journals	N
	%	%	%	%	%	%	%	
Central Tokyo	41.6	35.9	29.2	28.9	20.0	14.0	6.7	315
Tokyo Suburb	44.3	27.7	23.7	32.3	20.9	13.2	6.5	325
Local cities	26.1	12.9	10.7	16.1	48.4	36.2	6.5	403
Campus cities	31.4	26.2	19.7	28.5	34.6	16.8	6.8	309
Total	35.3	24.9	20.2	25.8	32.0	21.1	6.6	1352

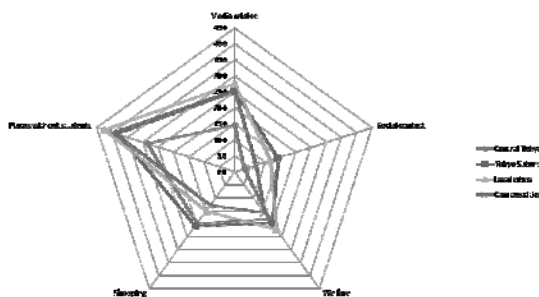
13

Facilities around campus (existing)



14

Facilities around campus (demanded)



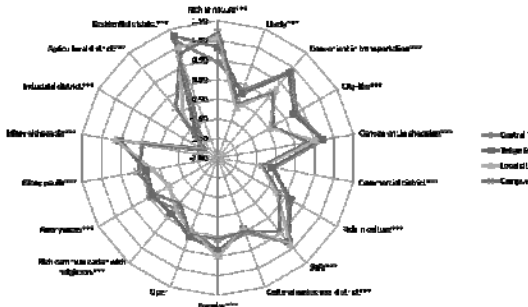
15

Environment around campus



16

Environment around residence



17

Commuting

	Less than 15 min	15 to 29 min	30 to 59 min	60 to 120 min	120 min or more	Average
	%	%	%	%	%	min
Central Tokyo	5.1	8.3	40.4	40.7	5.4	312
Tokyo Suburb	9.0	14.6	34.7	38.1	3.7	323
Local cities	30.2	41.7	21.6	5.8	0.8	398
Campus cities	27.2	40.3	15.7	15.1	1.6	305
Total	18.5	27.1	27.8	23.8	2.8	1338

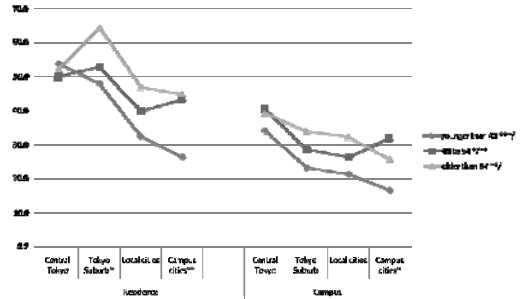
18

Housing

	University residence	Own house or apartment	Rented house or apartment	Parents' or spouse's house	Others	N
	%	%	%	%	%	
Under 40***						
Central Tokyo	9.8	29.3	46.3	14.6	0.0	41
Tokyo Suburb	13.5	32.7	42.3	11.5	0.0	52
Local cities	30.0	12.5	58.3	1.3	0.0	80
Campus cities	37.5	15.3	45.8	1.4	0.0	72
Total	25.3	20.4	48.6	5.7	0.0	245
40 to 54***						
Central Tokyo	7.8	70.8	17.5	3.2	0.6	154
Tokyo Suburb	10.1	73.0	13.2	3.1	0.6	159
Local cities	14.1	58.3	24.0	3.6	0.0	192
Campus cities	25.9	57.0	16.5	0.0	0.6	158
Total	14.5	64.4	18.1	2.6	0.5	663
55 and more***						
Central Tokyo	2.6	89.7	6.0	1.7	0.0	117
Tokyo Suburb	5.3	85.8	6.2	1.8	0.9	113
Local cities	14.2	76.4	7.1	1.6	0.8	127
Campus cities	19.2	69.2	8.0	1.3	1.3	78
Total	9.7	81.1	6.9	1.6	0.7	435

19

attachment to living district and university district



20

所有変数水準: * <0.1, * <0.05, ** <0.01, *** <0.001

	B	
(定数)	1.9222	***
Female (dummy)	0.0045	0.0019
Tokyo suburb (dummy)	-0.0174	-0.0089
Local cities (dummy)	-0.1700	-0.0889 **
Campus cities (dummy)	-0.1039	-0.0557
Years living at current house	0.0038	0.0484
Age	-0.0038	-0.0444
Alumni of current university (dummy)	0.0096	0.0060
High school at the same prefecture (dummy)	0.0452	0.0259
Live with spouse (dummy)	0.1996	0.1035 ***
Own house (dummy)	0.2373	0.1464 ***
Rich spouse	0.0914	0.1338 ***
Lively	-0.0789	-0.1170 ***
Cultural	0.1168	0.1862 ***
Central	0.0119	0.0102
Open	0.1002	0.091218 ***
Many young people	-0.0261	-0.0372
Many old people	-0.0249	-0.0225
Good transportation	0.0506	0.0829 *
Safe	0.1110	0.1371 ***
City-like	0.0201	0.0477
Convenient for shopping	0.0383	0.0586
Interaction with neighbors	0.0664	0.0888 **
Academy	-0.0488	-0.0626 *
Cultural district	0.0122	0.0196
Commercial district	0.0344	0.0537
Industrial district	-0.0241	-0.0242
Agricultural district	0.0285	0.0447
Residential district	0.0362	0.0473 *
R2		0.309
Adjusted R2		0.290
F value		16.309
N		1127

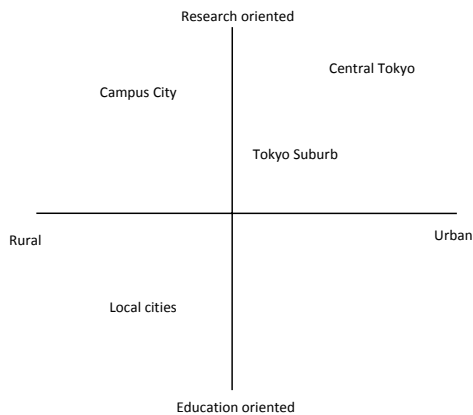
Factors for attachment to living district: multiple regression

21

	B	
(定数)	1.7876	***
Full professor (dummy)	-0.0323	-0.0309
Female (dummy)	-0.0842	-0.0348
Tokyo suburb (dummy)	-0.0108	-0.0082
Local cities (dummy)	-0.0885	-0.0188
Campus cities (dummy)	-0.0889	-0.0426
Age	-0.0008	-0.0003
Working years at current university	0.0076	0.0005 *
Current or former university	0.1108	0.1176 ***
High school at the same prefecture	-0.0132	-0.0077
Attended 7 days or more during term	0.0579	0.0002
Attended 5 days or more - business hours	0.0711	0.0080
Live with spouse (dummy)	0.1380	0.0032 *
Live in spouse	0.0470	0.0066 *
Local	-0.0882	-0.0081 *
Cultural	0.1447	0.1571 ***
Central	0.0128	0.0182
Open	0.1380	0.1321 ***
Many young people	-0.0132	-0.0086
Many old people	-0.0540	-0.0052 *
Good transportation	0.0157	0.0226
Safe	0.0882	0.1148 ***
City-like	0.0704	0.1013 *
Convenient for shopping	0.1573	0.1080 ***
Interaction with neighbors	0.0889	0.0905 **
Academy	0.0188	0.0183
School/university district	0.0465	0.0071 *
Commercial district	-0.0228	-0.0090
Industrial district	-0.0157	-0.0180
Agricultural district	0.0098	0.0079
Residential district	0.0132	0.0187
Multi-cultural facilities	-0.1184	-0.0484
Local life related facilities	0.0447	0.0108
Within-related facilities	0.1484	0.0095 *
Shopping facilities	0.1887	0.0700 *
Facilities to avoid residents	-0.0883	-0.0373
R2		0.309
Adjusted R2		0.282
F value		13.389
N		1183

Factors for attachment to working (university) district: multiple regression

22



23

Academic life in a global era

Altbach and Balan eds: *World-class worldwide* (2007), Johns Hopkins University Press

- Research universities are central for participating in global knowledge
 - Academics at research universities need special arrangements; allow full commitment to research (and teaching at graduate school level), less burden for teaching and social activities, assure middle class life

24

Conclusion

- Geographical concentration of research universities in large cities and academic clique give a significant impact to academic careers and geographical mobility
- Difference of lifestyle among different location of universities: more attractive in big cities
- Vulnerable groups: female academics, young junior single academics, especially working at universities in local cities as a stepping stone
 - Local cities: low anonymity both in public and private life: a big pressure for social contribution
 - Majority are male living with families, years of living and working etc. give positive influences to the increase of attachment and loyalty to living and working district

25

Tokyo: advantage and disadvantage

- Utilizing the whole nation as a hinterland: easy to attract nationwide quality human capital
- Less reliance on global population flow: lack in an important feature of a world city

26