

## Abstract

The objective of this research is to study the background and type of Haken employment (dispatched employees) in Japanese society, and the status of the dispatched employee in Japanese society. The impact of the dispatched employee on Japanese society is also studied and analyzed.

This is documentary research presented in the form of descriptive analysis. The researcher collected primary data from participation in a seminar on employment problems in Japan, and secondary data from books and Thai and foreign academic articles, together with interviews of personnel in the Haken Union, which is a nonprofit organization providing counseling and help for Haken employees, as well as volunteers working to help Haken employees. The researcher also used the "survival" concept as the guideline for the study and analysis.

The principal finding is that Haken employment has more disadvantages than other types of employment in Japan, and it is different from other kinds of employment. It is a form of indirect employment because the employers hire the employees through the dispatched employment agency. As a result, the employees have to face insecurity and many difficulties in their lives, such as low wages and welfare benefits and employment contracts with limited duration. Furthermore, the problems of Haken employment have resulted in many social problems in Japan, such as poor working conditions, poor housing