

# 視線のその先

皆様方と私達を結ぶ情報の定期便

2023 年新年号

## 光

### 皆と生きる一人ひとり

2023年正規社員の人のみが、今だけ、自分だけ、現場だけ、お金だけ、休みだけを享受する時代の終焉が見えてきた。グラデーションのように連続的に広がるフリーランス（仲 修平）の人々が活躍する時代がやってきたと言える。イタリアにあるインパナトーレのような、素晴らしいコーディネーターの存在によって、フリーランスの人々は自分自身がそれぞれ、生命（≠時間）と交換に仕事をし、約束を守り、**まなび**と**きづき**を繰り返し、全力で、有限の生命、利他の精神、経営の危機を認識し邁進する。**皆と生きる一人ひとり**が、困った時（病気、出産、怪我、廃業等々）には、インパナトーレに救われる。グラデーションのように連続的に広がるフリーランス制度を今確立し、無気力な、衰退途上にある、連休の山を喜ぶ日本を転じて活気のある国家に変換する必要がある。社会が必要としない組織は赤字を出し、自ずと消滅する。経営者が**経営学**を学ぶとも、それは、ただ他者よりの**まなび**であり、経営者の**保有能力**を高めるに過ぎない。必要なのは、**経営**が、他者より**まなび**、**自ずから**、**きづき**、経営者の**発揮能力**を高めることである。この**経営学**と**経営の哲理**を理解しない組織はただ消滅を待つのみである。生命（≠時間）と交換に仕事をするフリーランスは**皆と生きる一人ひとり**として、この哲理を理解しているに違いない。

## 空

### 天変地異

President (2022. 12. 16) に特別対談養老孟司×藤原正彦『世界一頭が良かった日本人は、なぜ「バカ」になったか』（p 17）に「陸地面積が世界の 400 分の 1 ほどしかない日本に歴史に残る大噴火の 2 割と大地震の 1 割が起きているそんな天変地異だらけの土地に日常言語として日本語を使う集団が住んでいる」それが私の考える『日本らしさ』の定義ですと養老は言う。要言するに日本らしさは天変地異に育まれている。もうすぐ、やってきそうな天変地異に備えたい。

## 風

### フリーランスとして安心して働ける環境を整備するためのガイドライン

令和 03 年 03 月 26 日フリーランスとして安心して働ける環境を整備するためのガイドラインが策定された。多様な働き方の一つとしてだけでなく、インターネットを通じて短期・単発の仕事を請負個人で働く就業形態であるギグ・エコノミーの拡大に注目が集まっており、このガイドラインが作成された。皆と生きる一人ひとりとしてのフリーランスの存在の重要性が、日本の成長の鍵とうたわれている。正規社員だけを守り、人件費の安さのみを希求しての流れは終わろうとしている。

## 命

### 経営生命

President (2022. 12. 16) の同対談（p 20）に「大きな天災が来て人々が日常を考え直すようになったら、食料や水やエネルギーなどはできるだけ小さなユニットで自給自足ができる体制を目指すでしょう。結局、今の日本の社会システムは大きくなりすぎて、全体が見えない。だから若い世代も、何をすればいいのかわからない。・・皆がきちんと日常を歩んでいける単位、目の届く範囲・手の届く範囲で社会を作り直すしかありません。小さなユニットを目指すには、まあ天変地異を待つのが一番手取り早い。」と養老は言う。日本の組織、特に経営生命は大きくなりすぎたに違いない。今だけ、自分だけ、現場だけ、お金だけ、休みだけと、経営者の目が届かないことによって、経営生命に、今保育園等で毎日起こっているような不適切行動や不正が生じると考えられる。法令や規則が複雑になりすぎて、今だけ、自分だけ、お金だけ、休みだけの根本思想によって、それらが経営生命の中枢に届くことなく、現場で変えられてしまうのである。フリーランスの人々は、この日本の危機に身を挺して生命（≠時間）と交換に仕事をし、救うに違いない。目の届く組織だから・・。

## Light

## Individuals Connected to Everyone

2023 may well see the end of the era of company employees living only for the moment, for themselves, for their workplace, for money, and for vacations. The increase in those turning to freelance work (a notion researched by Shuhei Naka) has continued to a point where the freelancing era must surely have arrived. With the assistance of wonderful coordinating agencies such as *impannatore* in Italy, freelancers work in exchange for life ( $\neq$  time), keep their promises, study and learn repetitively; they strive with all they have to recognize the finiteness of existence, the spirit of altruism, and the crisis of management. When employees are in a time of need (illness, childbirth, injury, closure of business, etc.), *impannatore* will be there to save them. The nation of Japan is lethargic and in decline as its people enjoy their mountains of holidays. It is necessary to slowly create a freelance system that can spread continuously and widely to transform Japan into a vibrant nation. Organizations unneeded by society will run a deficit, and will eventually come to disappear. Even should a manager learn business administration, this is just learning from others, and it will only enhance the manager's powers of retention; it won't allow for change. What is truly necessary is for management to gain understanding from others naturally through both learning and viewing their actions. This will eventuate in the manager being able to expand their powers of action. Organizations that do not understand this theory and philosophy of management are simply waiting for their own demise. What is certain is that freelancers—individuals who are exchanging their life ( $\neq$  time) for work and are connected to everyone—fully understand this philosophy.

## Sky

## Natural Disasters

In the December 16<sup>th</sup> issue of President this year there was a special discussion with Takeshi Yoro and Masahiko Fujiwara entitled "Why did the once supreme Japanese become stupid?" (p17) Mr. Yoro asserts that "Japan, which comprises just one 400<sup>th</sup> of the earth's land, has recorded 20% of the greatest volcanic eruptions and 10% of the greatest earthquakes in world history. And in this land of natural disaster, there is a group of people who are using Japanese as their daily language." He intimates that Japanese identity has been shaped by the threat and occurrence of natural disasters. We must prepare for the coming disasters.

## Wind

## Guidelines for an environment where freelancers can work with peace of mind

On March 26<sup>th</sup> of this year a set of guidelines for creating an environment where freelancers can work with peace of mind were formulated. The guidelines were created in response to growing attention to the ever-expanding gig economy—a form of employment whereby individuals enter contracts for short-term or one-off jobs through the internet. The importance of freelancers who are connected across society is said to be key to the growth of Japan. Trends of protecting only regular employees and pursuing only the cheapest labor costs will soon see their end.

## Life

## Management Organisms

In the same discussion in President published on December 16<sup>th</sup> of this year, Mr. Yoro states the following: "If a true genius were to arrive, and people began to rethink their daily lives, they would surely aim for as small a unit as possible within which a system that can be self-sufficient in food, water, and energy can exist. After all, the present-day social system of Japan has grown to such an extent that it is impossible to see the whole. That is why the younger generation doesn't know what to do anymore. We have no choice but to rebuild society in units within the reach of our eyes and our hands. The easiest way to rebuild society in a smaller unit is to wait for a natural disaster." Japanese organizations, especially management organisms, have certainly grown too large. Employees are living only for the moment, for themselves, for their workplace, for money, and for vacations. Due to management's lack of attention, inappropriate and fraudulent behavior—the type of which is seen daily in nursery schools—can be thought to be occurring across management organisms. Laws and regulations have become over-complicated, and as they are based on the basic ideas of only for now, only for me, only for money, and only for vacation, they cannot reach the core of the management organism, and are frequently changed on the spot. There is no doubt that it is freelancers who will save Japan from this crisis as they exchange their lives ( $\neq$  time) for work. It is an organization that can be seen, after all...