

The Japanese Employment System



THE JAPANESE EMPLOYMENT SYSTEM

ADAPTING TO A NEW ECONOMIC
ENVIRONMENT

Marcus Rebick

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The stagnation of the Japanese economy and the ageing of Japanese society has led to major changes in the labour market in Japan. This comprehensive study looks at how the Japanese employment system is adapting to its new economic environment. Using the latest statistical evidence, the book focusses on the growing use of part-time and other forms of atypical employment relationships and illustrates how this is expressed in several different parts of the labour market. Particular attention is given to the changing situation of women, the decline of the family enterprise, the problems faced by older workers and the poor prospects for recent high school graduates. The recent rise in unemployment, including hidden unemployment is analysed. Relations between management and employees in Japanese corporations are also becoming more individualistic with the introduction of performance-related pay and the declining importance of enterprise unions. As a result of these changes, the future may see rising levels of income inequality. The Japanese labour force is declining with the ageing of the population and Japan's ability to cope is examined with special attention given to immigration policy. This book will be of interest to anyone interested in what is happening today in Japan and what the possibilities are for the future.

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