

# THE JAPANESE JOURNAL OF LABOUR STUDIES

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## The 2023 Conference on Labor Policy Study

### Panel Discussion

**“Policy Issues Surrounding Human Resource Development and Career Formation:  
Aiming to Build Human Resource Development and Career Formation by a Society,  
Company, and Individual (Worker) Cooperative Model from an Organization (Company)  
Led Model”**

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A Study on the Trust toward Labor Unions and Big Business Tomoe Naito

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