THE JAPANESE JOURNAL OF LABOUR STUDIES

NIHON RODO KENKYU ZASSHI

Vol. 67 April 2025 No. 4

SPECIAL ISSUE The History Behind

ESSAYS

Why Is the Concept of "Worker" Different under the Labor Standards Act and the Labor Union Act?

Why Are Working Conditions Usually Worse on Re-employment after Mandatory Retirement Age?

Why Has Worker Dispatching Been Legalized Separately from the Prohibited

Labor Supply Business?

(Economics)

Why Does the Government Provide Subsidies to Workers on Leave? Masaru Sasaki Yuko Ueno Why Are Entry-Level Salaries Almost Equal?

Hiroshi Ono Why Should Companies Invest in the Human Capital of Employees?

(Industrial Relations)

Why Have Enterprise Unions Become Predominant? Hak-soo Oh

Why Japanese Companies Do Wage Bargaining Concurrently in a Period of the Annual "Spring Offensive"?

Minjin Lee

Why Does Labor Legislation Is Enacted through Tripartite Process? Keiichiro Hamaguchi

(Management)

Why Does Attribute-Based Pay Continue to Persist? Ryoji Kaneko Why Do Companies Prioritize Worker Safety and Health? Seichi Horie Why Does the Human Resources Department Wield Significant Authority? Hiroyuki Aoki

(Sociology, Psychology and Education)

Why Do Japanese Workers Engage in Excessive Overtime? Yoko Tanaka

Why Do Japanese Firms Practice Simultaneous Mass Recruitment of New Graduates?

Why Are Schools Allowed to Offer Job Placement Services? Yoshitaka Hamanaka

ARTICLE TODAY

Fluchtmann, Jonas, Anita M. Glenny, Nikolaj A. Harmon and Jonas Maibom

"The Gender Application Gap: Do Men and Women Apply for the Same Jobs?"

FIELD EYE

A Multi-Ethnic Country, at the Turning Point?

Akira Ariizumi

Chu Zhang

Masao Oshima

Koichi Kamata

Ryoko Sakuraba

Atsushi Honjo

PUBLISHED MONTHLY BY THE JAPAN INSTITUTE FOR LABOUR POLICY AND TRAINING

8-23, Kamishakujii 4-chome, Nerima-ku Tokyo, Japan Homepage: https://www.jil.go.jp/

定価937円 (本体852円) 発行人・独立行政法人 労働政策研究・研修機構 本誌掲載記事の無断転載を禁止します © 2025 PRINTED IN JAPAN 三鈴印刷株式会社

雑誌 06967-04



4910069670457 00852