

# Japan Labor Issues 2017-2018

## Volume 1 Number 1 - Volume 2 Number 9

### Trends

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	News	The 2017 <i>Shunto</i> , Wage Rise in SMEs and Non-Regular Employment: Changes in Negotiations Led by Pacesetters
	News	One in Every Three Workers Experienced "Power Harassment": MHLW is Taking Steps to Prevent It
Vol.1, No.2	Key Topic	Rengo Wavering in Party Support and Joint Struggle by Opposition Parties
	News	Nearly 40% of Companies Aim to Spend More on Training: Corporate Focus on Training Comes Clear
Vol.2, No.4	Key Topic	Regional Minimum Wages Hiked by Average 3% for 2nd Straight Year: Hourly Rate Now 848 yen
	News	Rengo Holds 15th Biennial Convention, Re-Elects President Koizu: Aims to Establish "Rengo Vision 2035" as It Nears 30th Anniversary
Vol.2, No.6	News	Employment Quota for Persons with Disabilities at Private Enterprises to be Incrementally Raised to 2.3%
Vol.2, No.7	News	Analysis of Japan's Labor Economy 2017 Ministry of Health, Labour and Welfare
Vol.2, No.9	Key Topic	Challenges for Promoting Innovations and Realizing Work-Life Balance MHLW'S White Paper on the Labor Economy 2017

### Research

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Vol.1, No.2	Article	Elderly Employment in a Society of Population Decline	Takaaki Tahara
	Research notes	Basic Information on Recent Elderly Employment Trends in Japan	Yutaka Asao
	FYI	75.8% motivated to keep working even after Reaching pensionable age: The 7th Survey on Working Life	
Vol.2, No.4	Report	Is Career Counseling Effective?	Hideo Shimomura
Vol.2, No.6	Article	The Future of the Japanese-style Employment System: Continued Long-term Employment and the Challenges It Faces	Koji Takahashi

Vol.2, No.7	Research notes	New Rules of Conversion from Fixed-term to Open-ended Contracts: Companies' Approaches to Compliance and the Subsequent Policy Developments	Yuko Watanabe
Vol.2, No.9	Research notes	Industry and Female Managers: Insights for Promoting Women's Active Participation in the Workplace	Tamotsu Nagata

## Judgments and Orders

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Vol.2, No.4	Validity of Wage Rules Deducting an Amount Corresponding to Premium Wages in Calculating Percentage Pay: <i>The Kokusai Motorcars Case</i> , The Third Petty Bench of the Supreme Court (Feb. 28, 2017)	Hirokuni Ikezoe
Vol.2, No.7	The Illegality of Differences in Labor Conditions between Regular Workers and Non-regular (Fixed-term Contract) Workers: <i>The Japan Post Case</i> , Tokyo District Court (Sept. 14, 2017)	Ryo Hosokawa
Vol.2, No.9	Course-Based Employment Systems and Gender Discrimination: <i>The Towa Kogyo Case</i> , Nagoya High Court	Keiichiro Hamaguchi

## Series: Japan's Employment System and Public Policy 2017-2022

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## SPECIAL ISSUE/Event

Vol.1, No.3 *The 1st JILPT Tokyo Comparative Labor Policy Seminar 2017 "Identifying Major Labor Policy Issues in Contemporary World of Labor—Commonalities and Differences Crossing Regions and Nations"*

A Step against All or Nothing Policy: The Scope of Industrial Accident Compensation Insurance for Independent Contractors in Korea	Sukhwan CHOI (Korea)
The Practice and Changes of Taiwan's Labor Dispute Regulations Act	Yu-Fan CHIU (Taiwan)
Draft Regulation on Employee Invention and Innovative Workers Protection in China	Qian WEI (China)
Changes in the Wage System in Japan: Circumstances and Background	Itaru NISHIMURA (Japan)
The Development and Labor Situation in Indonesia	Hayati HASIBUAN (Indonesia)
Philippine Report on Employment Trends and Policies: Can the Duterte Administration End Contractualization?	Maria Catalina TOLENTINO (Philippines)
Report on Identifying Major Labour Policy Issues in Malaysia	Mary TIONG (Malaysia)
Collective Bargaining and Collective Agreements in Vietnam: From Legislation to Practice	Trang TRAN (Vietnam)
Leader or Laggard? Australian Efforts to Promote Better Working Conditions in Supply Chains within and beyond Australia's Borders	Ingrid LANDAU (Australia)
Report on Vietnam's Rules Regulating Foreign Workers	Hang TRAN (Vietnam)
Identifying Major Labour Policy Issues in Myanmar	Eitra MYO (Myanmar)
Overview of Labor Legal Issues in Cambodia	Kanharith NOP (Cambodia)
A Review of the Government Intervention in Labor Relations through Guidelines	Hochang ROH (Korea)
Labour Models in Local Daily Service Platforms: Current Situation and Challenges	Manxue YIN, Biqian ZHAO (China)
Industrial Relations Situation in India: A Report	Girish BALASUBRAMANIAN, Manoranjan DHAL (India)
The Changes and Development of Collective Bargaining in Taiwan	Yueh-Hung HOU (Taiwan)
Atypical Work Organizations as a Social Phenomenon Occurring throughout the Contemporary Labor World: Current Status of Research and Future Issues	Qi ZHONG (Japan)

Vol.2, No.8 *The 2nd JILPT Tokyo Comparative Labor Policy Seminar 2018 "Looking Back at the Policy Responses to Changes in Employment Structure and Forms—The Future as Seen from Here"*

Japan's Married Stay-at-Home Mothers in Poverty	Yanfei ZHOU (Japan)
The Dynamics of Minimum Wage in Indonesia's Manpower System	Ikomatussuniah (Indonesia)
Wages Policy in the Current Context of Industrial Relation in Vietnam	Phuong Hien NGUYEN (Vietnam)

A Brief Analysis on the Influence of ICT Change on China's Labor Market	Xiaomeng ZHOU (China)
Employment Contract in Cambodia: A Focus on Rules Transforming Fixed-duration to Undetermined Duration Contract	Kanharith NOP (Cambodia)
The Policy Responses to Changes in Employment Structure and Forms in Myanmar	Thatoe Nay NAING (Myanmar)
Are Long Working Hours in Japan Becoming Invisible? Examining the Effects of ICT-based "Spatial Flexibility" on Workloads	Tomohiro TAKAMI (Japan)
Thailand Policies for the Age of Rapid Technology Change	Praewa MANPONSRI (Thailand)
Technological Innovation and Its Challenges to Taiwan's Employment Law: Telework as an Example	Bo-Shone FU (Taiwan)
Changes in Employment Structure in Malaysia: The Way Forward	Beatrice Fui Yee LIM (Malaysia)
Narrowing the Gaps among Workers: Changes in Korea	Sukhwan CHOI (Korea)
The Destiny of Web Platform Workers in China: Employees, Nothing or a "Third Option"?	Hui YU (China)
Trade Union Strategy and Responses to Changes in Employment Structure and Forms in India	Manoranjan DHAL (India)
A System "On Life Support"? The Changing Employment Landscape and Collective Bargaining in Australia	Ingrid LANDAU (Australia)

## SPECIAL ISSUE/Papers

Vol.2, No.5 *This special issue includes six significant papers selected by the Editorial Board of Japan Labor Issues from various relevant papers published in 2016-2017. These papers address the latest subjects as well as conventional themes on labor in Japan that may be of interest to overseas observers, which is the purpose of this journal.*

A Legal Study on Equal or Balanced Treatment for Regular and Non-Regular Workers in Japan: With Particular Focus on the Relationship between Anti-Discrimination Principle and Policy-Based Regulations for Equal or Balanced Treatment	Koichi Tominaga
Fixed-Term Contract Employees and Intra-Firm Wage Gaps: Focusing on the Reasons Why Companies Use Them	Koji Takahashi
Why Do the Japanese Work Long Hours? Sociological Perspectives on Long Working Hours in Japan	Hiroshi Ono
Challenges for Workplace regarding the Autonomy of Working Hours: Perspective for the Prevention of Overwork	Tomohiro Takami
Learning Histories and Careers: The Outcome of <i>Kosen</i> (National Colleges of Technology) Education	Masakazu Yano
Current Status of Talent Management in Japan: Based on Insights into Procurement and Development of Next-Generation Executive Human Resources at Japanese Manufacturers	Itaru Nishimura