Contents of Japan Labor Issues 2025 Volume 9 Number 51 – 55

Trends

Vol.9, No.51	Key topic	2024 <i>Shunto</i> : The First Wage Increase Above 5% since 1991 with an Urgent Need to Spread the Trend to SMEs	ARAKAWA Sota
	News	First Revision in 12 Years of Industrial Accidents Recognition Criteria for Mental Disorders: Customer Harassment and Continuous Engagement in Work with High Risk of Infection are Newly Added	
Vol.9, No.52	Key topic	The "Long-lasting and Persistent" Labor Shortage since the 2010s—MHLW's White Paper on the Labor Economy 2024	
Vol.9, No.53	Key topic	Over 30% of Companies Secure Jobs for Employees until the Age of 70: MHLW's 2024 Report on the Employment Condition of Elderly Persons	
Vol.9, No.54	Key topic	The MHLW Study Group Proposes the Future Direction of Labor Standards-Related Laws	
	News	Estimated Unionization Rate at Record Low of 16.1% for Third Consecutive Year: Results of MHLW's "Basic Survey on Labor Unions" in 2024	

Research

Vol.9, No.51	Article	Creation of "Employment for Skill Development Program," Aiming for Making Japan an Attractive Destination for Foreign Workers	YAMAGUCHI Rui
Vol.9, No.53	Article	What Hurdles Are Young Female Regular Employees Facing in Japan? Recent Changes in the Young Generation's Career Attitudes	OGURO Megumi
Vol.9, No.54	Article	State of Reinstatement of Dismissed Employees Following Court Decisions to Nullify Dismissal	HAMAGUCHI Keiichiro

Judgments and Orders

Vol.9, No.52	Commentary	If a Fixed-term Labor Contract Has been Set Renewable for Up To Five Years, Is It Permissible for the Employer to Refuse to Renew the Contract in the Fifth Year When Workers' Right to Apply for Conversion to an Indefinite-term Contract Arises? The Nippon Express (Kawasaki Branch) Case Tokyo High Court (Sept. 14, 2022) 1281 Rodo Hanrei 14	HOSOKAWA Ryo
Vol.9, No.54	Commentary	Illegality of a Transfer Order Following Business Abolition with Job Category Limitation Agreements The Shiga Prefecture Council of Social Welfare Case Supreme Court (Apr. 26, 2024) 1308 Rodo Hanrei 5	ZHONG Qi

Series: Japan's Employment System and Public Policy

Vol.9, No.52	Corporate In-house Education and Training and Career Formation in Japan	FUJIMOTO Makoto
Vol.9, No.53	Current Policies on Supporting Employee with Caring Responsibilities in the Most Aged Society: The 2024 Amendment of the Child Care and Family Care Leave Act and Related Policies	IKEDA Shingou
Vol.9, No.54	Current State of Working Hours and "Work Style Reform" in Japan	TAKAMI Tomohiro

Special Feature on Research Papers

Vol.9, No.51	Issues for Regulating Working Hours in the Post-Work-Style-Reform Era	HOSOKAWA Ryo
	Effects of Paternity Leave Take-up Rate in Fathers' Industry of Work on Mothers' Employment and Health	NAKAYAMA Mao ISHIKAWA Yumi
Vol.9, No.52	Advancing Women with Interrupted Careers: Focusing on Women's Motivation for Autonomous Skill Development during Middle Age and Older	TAGAMI Kota
	A Comparative Study on Employment Policy Target for Persons with Disabilities: Japan, France, and Germany	TERADA Gaku
Vol.9, No.53	Position of Japan Regarding Changes in Work Environment Following Introduction of AI Technology in Workplace: International Comparison Focusing on Reponses by Corporate Organizations	IWATSUKI Shinya
	An International Comparison of Japanese Jobs	ASUYAMA Yoko

SPECIAL ISSUE / Seminar Report

Vol.9, No.55 The 8th JILPT Tokyo Comparative Labor Policy Seminar 2025 "Aging Population and Labor Law Policy"

Protecting Older Workers in China: A Path Forward	Tianyu WANG (China)
Current Status of Aging and Labor and Social Policy Responses in Korea	Daiyoung OH (Korea)
Retirement Process of Older Workers in Japan: Perspectives from Legislative Frameworks and Human Resource Management	Tomohiko MORIYAMA (Japan)
Addressing Taiwan's Demographic Crisis: Workforce Development Policies for a Graying Society	Jo-Hsiang HUANG (Taiwan)
Australia's Aging Workforce: Navigating the Challenges and Opportunities for Labour Regulation	Amanda SELVARAJAH (Australia)
Aging Population and Employment in Thailand: Evaluating Policy Responses to Demographic Shifts	Panthip PRUKSACHOLAVIT (Thailand)
Amidst the Demographic Shifts: The Case of the Silver Workforce in the Philippines	Ronahlee A. ASUNCION (Philippines)
Tackling Aging Population and the Labor Law Policy in Malaysia	R. Ravindra KUMAR (Malaysia)
Indonesia's Workforce in Transition: Labor Law and Policy amidst Aging Society	Ike FARIDA (Indonesia)