

No.1 Introduction—Circumstances Surrounding Labor Laws and Their Substrata (text 1-6) ¹

1 <Working > and You

Person A: "Work is what makes my life worth living. I like to work, and when an outcome fares well I can somehow affirm own ability or significance. Additionally, through working and drinking together with colleagues of the same office, I can really feel I'm connected to others."

Person B: "I don't like to work very much. I am not fond of moving around on superiors' instructions or organizational logic, nor is it my type to work for making money. If all possible, I want to take care of business nice and quick, and have much time to spend with my children or to play my favorite futsal."

→Are you rather in agreement with Person A, or, B?

2 Meaning of <Working>—Is "labor" virtuous or lowly?

- View on "labor" in ancient Greece
- View on "labor" and Christianity (Catholicism)
- Turnabout in view on "labor"
 - The Reformation (Protestantism)
 - Invention of "economics"
- Current "labor" society—magic of faith in "labor"

3 <Working> and Japan—What are meanings of "labor"?

- View on "labor" in Japan's early-modern times
- Its background:
 - Lineage society (*Mouto*-ism, improvement- oriented)
 - *Sekimon-shingaku*
- Current Japanese society (consequence of Japanese-style view on "labor")
 - Efficiency of "Japanese-style organization" ²
 - Risk in "business community" ³ —issues existing in its "outside" and ones existing in its "inside"

4 To think about <working> one more time

- What is <working> for myself?
- In relationship to other people
- As whole of society

→To consider regarding Labor Law's institutional design and interpretation

¹ Indicating the pertinent page number in Yuichiro Mizumachi, *Labor Laws, 2nd ed.*, Yuhikaku Publishing Co., 2008

² Masahiko Aoki, *Evolution and Plurality of Economic System*, Toyo Keizai Inc., 1995

³ CORIAT (B.), *Penser à l'envers: Travail et Organisation dans l'Entreprise japonaise*, Paris, Christian Bourgois, 1991

