

## **No.3 Function of Labor Laws** (text 29-55)

### **1 Japanese-style Employment System in Japanese-style Market System**

- \* What were characteristics of the so-called Japanese-style industrial system, Japanese-style financial system, and Japanese-style employment system?
- \* What are the "three divine symbols" of Japanese-style employment system?

### **2 Change in Social Environment**

- \* What kind of variations have changes in social environment in recent years brought to Japanese-style market system?
- \* Which direction should Japanese-style employment system be headed to in the future?

### **3 Japanese-style Employment System and Labor Laws**

- \* In what form has Japanese-style employment system secure its "flexibility" up to the present?
- \* In regard to these, how have "laws" responded?

### **4 Direction of Change/Reform**

- Individuation of employment management
- Utilization of low-cost labor force (management-strategy model emphasizing cost reduction  $\neq$  management-strategy model creating value added)

<b>RESEARCH</b> Which direction should Japan's labor laws be headed to hereafter? Should individuation be promoted? Should an increase in low-cost and unstable employment be admitted?
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