

The Economic Effects of Trade Unions in Japan

Toshiaki Tachibanaki and Tomohiko Noda



Economic Effects Of Trade Unions In Japan

John Beson, Ying Zhu, Howard Gospel



Economic Effects Of Trade Unions In Japan:

The Economic Effects of Trade Unions in Japan T. Tachibanaki, T. Noda, 2000-09-05 The book attempts to examine whether trade unions in Japan contributed to raising wages productivity and firm s performance In the western world trade unions are often regarded as organizations which prevent firms from performing well The Japanese case may be different from Europe and North America The book investigates who in Japan joins trade unions and asks whether there is any difference in the satisfaction level of employees the wage level and labour turnover rates between union members and non union members

Trade Unions in Asia John Benson, Ying Zhu, 2008-05-30 Offering a comprehensive account of the role played by trade unions in Asia this book focuses on the strategies they have adopted to represent workers and discusses the issues surrounding wages and working conditions health and safety women s employment opportunities and human resource development

The Economics of Trade Unions Hristos Doucouliagos, Richard B. Freeman, Patrice Laroche, 2017-02-17 Richard B Freeman and James L Medoff s now classic 1984 book What Do Unions Do stimulated an enormous theoretical and empirical literature on the economic impact of trade unions Trade unions continue to be a significant feature of many labor markets particularly in developing countries and issues of labor market regulations and labor institutions remain critically important to researchers and policy makers The relations between unions and management can range between cooperation and conflict unions have powerful offsetting wage and non wage effects that economists and other social scientists have long debated Do the benefits of unionism exceed the costs to the economy and society writ large or do the costs exceed the benefits The Economics of Trade Unions offers the first comprehensive review analysis and evaluation of the empirical literature on the microeconomic effects of trade unions using the tools of meta regression analysis to identify and quantify the economic impact of trade unions as well as to correct research design faults the effects of selection bias and model misspecification This volume makes use of a unique dataset of hundreds of empirical studies and their reported estimates of the microeconomic impact of trade unions Written by three authors who have been at the forefront of this research field including the co author of the original volume What Do Unions Do this book offers an overview of a subject that is of huge importance to scholars of labor economics industrial and employee relations and human resource management as well as those with an interest in meta analysis

Labor Markets and Firm Benefit Policies in Japan and the United States Seiritsu Ogura, Toshiaki Tachibanaki, David A. Wise, 2007-11-01 This volume the fourth to result from a remarkably productive collaboration between the National Bureau of Economic Research and the Japan Center for Economic Research presents a selection of thirteen high caliber papers addressing issues in the employment practices labor markets and health benefit and pension policies of the United States and Japan After an opening chapter assessing the recent ascendance of the U S economy papers diverge to tackle a range of specific issues Focusing less on international comparison than on the assembly of high quality research contributors hone in on a variety of individual topics Chapters delve into issues of youth employment

participatory employment information sharing fringe benefits and drug coverage in Japan as well as the dynamics of medical savings accounts private insurance coverage and benefit options in the U S Like previous volumes stemming from NBER JCER collaboration this book represents a valuable mass of empirical data on some of the most notable employment and benefits issues in each nation information that will both anchor and provoke scholarly analysis of these topics well into the future

The Dynamics of Asian Labour Markets John Benson,Ying Zhu,2011-03-02 This book explores the dynamics of Asian labour markets in a cross section of eight Asian economies including Japan South Korea Taiwan Hong Kong Singapore China India Vietnam Thailand and Indonesia It considers how these markets have responded to globalisation and assesses likely future trends and developments

Labour Law in Japan Tadashi A. Hanami,Fumito Komiya,Ryuchi Yamakawa,Chikako Kanki,2025-07-22 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on Japan not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers practical guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in Japan and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations

Capital and Labour in Japan Toshiaki Tachibanaki,Atsuhiko Taki,2012-12-06 Toshiaki Tachibanaki and Atsuhiko Taki emphasise several institutional features in Japan which differ from those in Euro American countries for example the permanent employment and seniority system in wages and promotion the dual structure Keiretsu transactions the main bank system and intercorporate shareholding This book examines in particular the distinction between long run and short run contractual relationships which produced such features It presents both the positive and the negative evaluations of the factor market Exploring the similarities and interdependencies between two important and idiosyncratic factor markets in Japan this book brings data to hand which until now has only been available in specialist journals

Trade Union Revitalisation Craig Phelan,2007 A comprehensive introduction to the state of trade unionism in the world today Leading labour scholars discuss the health of the trade union movement the present political and economic climate for trade union advancement the dominant revitalisation strategies and future prospects for each nation

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The SAGE Handbook of Industrial Relations Paul Blyton, Edmund Heery, Nicolas Bacon, Jack Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists

Temporary and Gig Economy Workers in China and Japan Huiyan Fu, 2023-06-07 While a large number of studies exist on political economic institutional explanations for the prevalence of precarious work few have delved into the elusive yet critical domain of culture This is highly pertinent to China and Japan whose shared tradition of Confucianism broadly defined continues to inform many aspects of society In particular core values such as hierarchy harmony and the subordination of individual interests to collective requirements impinge importantly on the iniquitous patterns of precarious work and its surrounding institutions ranging from state policy and legislation to industrial relations and social welfare The pervasiveness and entrenched nature of culture has been especially evidenced by Japan s distinctly gendered and China s rural urban citizenship based labour market stratifications By bridging culture and institutions *Temporary and Gig Economy Workers in*

China and Japan brings a more integrated and nuanced understanding of unequal work casting fresh light on social change in China Japan and beyond Emphasis is placed not only on macro level structural scrutiny but also on micro agency empiricism i e real people s experiences in everyday life This holistic and comparative approach as demonstrated by the book will go a long way towards tackling the negative consequences of precarious work in a wider post pandemic world

The Handbook of Economic Sociology Neil J. Smelser, Richard Swedberg, 2010-07-28 The Handbook of Economic Sociology Second Edition is the most comprehensive and up to date treatment of economic sociology available The first edition copublished in 1994 by Princeton University Press and the Russell Sage Foundation as a synthesis of the burgeoning field of economic sociology soon established itself as the definitive presentation of the field and has been widely read reviewed and adopted Since then the field of economic sociology has continued to grow by leaps and bounds and to move into new theoretical and empirical territory The second edition while being as all embracing in its coverage as the first edition represents a wholesale revamping Neil Smelser and Richard Swedberg have kept the main overall framework intact but nearly two thirds of the chapters are new or have new authors As in the first edition they bring together leading sociologists as well as representatives of other social sciences But the thirty chapters of this volume incorporate many substantial thematic changes and new lines of research for example more focus on international and global concerns chapters on institutional analysis the transition from socialist economies organization and networks and the economic sociology of the ancient world The Handbook of Economic Sociology Second Edition is the definitive resource on what continues to be one of the leading edges of sociology and one of its most important interdisciplinary adventures It is a must read for all faculty graduate students and undergraduates doing work in the field A thoroughly revised and updated version of the most comprehensive treatment of economic sociology available Almost two thirds of the chapters are new or have new authors Authors include leading sociologists as well as representatives of other social sciences Substantial thematic changes and new lines of research including more focus on international and global concerns institutional analysis the transition from socialist economies and organization and networks The definitive resource on what continues to be one of the leading edges of sociology and one of its most important interdisciplinary adventures A must read for faculty graduate students and undergraduates doing work in the field

The Oxford Handbook of Employment Relations Adrian Wilkinson, Geoffrey Wood, Richard Deeg, 2014-03-13 There have been numerous accounts exploring the relationship between institutions and firm practices However much of this literature tends to be located into distinct theoretical traditional silos such as national business systems social systems of production regulation theory or varieties of capitalism with limited dialogue between different approaches to enhance understanding of institutional effects Again evaluations of the relationship between institutions and employment relations have tended to be of the broad brushstroke nature often founded on macro data and with only limited attention being accorded to internal diversity and details of actual practice The Handbook aims to fill this gap by bringing together an

assembly of comprehensive and high quality chapters to enable understanding of changes in employment relations since the early 1970s Theoretically based chapters attempt to link varieties of capitalism business systems and different modes of regulation to the specific practice of employment relations and offer a truly comparative treatment of the subject providing frameworks and empirical evidence for understanding trends in employment relations in different parts of the world Most notably the Handbook seeks to incorporate at a theoretical level regulationist accounts and recent work that link bounded internal systemic diversity with change and at an applied level a greater emphasis on recent applied evidence specifically dealing with the employment contract its implementation and related questions of work organization It will be useful to academics and students of industrial relations political economy and management

The Oxford Handbook of Conflict Management in Organizations William K. Roche, Paul Teague, Alexander J. S. Colvin, 2014-07-03 New ways of managing conflict are increasingly important features of work and employment in organizations In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution ADR practices drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy Developments in the management of individual and collective conflict at work are addressed as are innovations in both unionized and non union organizations and in the private and public sectors New practices for managing conflict in organizations are set in the context of trends in workplace conflict and perspectives on how conflict should be understood and addressed Part 1 examines the changing context of conflict management by addressing the main frameworks for understanding conflict management the trend in conflict at work developments in employment rights and the influence of HRM on conflict management Part 2 covers the main approaches to conflict management in organizations addressing both conventional and alternative approaches to conflict resolution Conventional grievance handling and third party processes in conflict resolution are examined as well as the main ADR practices including conflict management in non union firms the role of the organizational ombudsman interest based bargaining line and supervisory management and the concept of conflict management systems Part 3 presents case studies of exemplars and innovators in the field covering mediation in the US postal service interest based bargaining at Kaiser Permanente med arb in the New Zealand Police and judicial mediation in UK employment tribunals Part 4 covers international developments in conflict management in Germany Japan The United States Australia New Zealand the United Kingdom and China This Handbook gives a comprehensive overview of this growing field which has seen an huge increase in programmes of study in university business and law schools and in executive education programmes

Work and Pay in Japan Robert A. Hart, Seiichi Kawasaki, 1999-08-05 This book provides a comprehensive overview of Japanese labour market institutions and practices with respect to employment issues and labour payments It contains extensive discussion of the effects of industrial relations small business activity business cycles and schooling on work and pay An early chapter is devoted to presenting in an accessible manner essential labour market ideas

and concepts that recur throughout the text Important topics covered include i unions and wage determination ii the breakdown of total labour costs iii the Japanese bonus system iv the employment life cycle v small businesses and subcontracting vi pay and productivity over the business cycle A key feature is that subject areas and themes are examined within a comparative United States European framework This allows assessments of whether or not the structure and performance of the Japanese labour market has differed from experience elsewhere The Japanese Employment System Haruo Shimada,1980

Employers' Associations in Asia John Beson,Ying Zhu,Howard Gospel,2017-06-26 Economic growth in Asia over the past half century has led to significant changes in societies business organization and the nature of work This has been accompanied by the rise in some countries of trade unions and also of employers associations This book explores the nature of employers associations in the major countries of Asia It considers how employers associations have developed in recent decades how changes in market structures and the profile of economies have affected employers associations how employers associations deal with issues to do with pay and employment conditions and how they interact with regulation and the state The book shows how the differing political and institutional contexts of different countries and different economic conditions greatly affect the nature of employers associations and also the wider context of labour markets and trade unions *Handbook of Research in International Human Resource Management* Michael M. Harris,2008

Handbook of Research in International Human Resource Management provides a sophisticated in depth examination of research in international human resource management *Managing Across Diverse Cultures in East Asia* Malcolm Warner,2013-05-07 Why Managing across diverse cultures in East Asia We re examine in this book the link between culture and management across the region vis a vis the new economic political and social landscape that has appeared over the last decade We accordingly present a set of chapters on East Asian cultures economies societies and their management across the board focusing on countries such as China Japan South Korea as well as the Overseas Chinese enclaves of Hong Kong SAR Macao and Taiwan The contributors to this edited book are all specialists in their respective fields they hail from a variety of universities and business schools across the world located in a wide range of countries in the East and in the West The chapters we believe reflect a balance between the past and present theory and practice as well as the general and the particular East Asia could not be more important Malcolm Warner could not be more insightful Reading *Managing Across Diverse Cultures in East Asia* will allow you to gain a profound understanding of the cultural complexity in this dynamic region of the world Nancy J Adler McGill University Montreal We all need to understand more about management in East Asia and to learn from it *Managing Across Diverse Cultures in East Asia* has contributions from international experts who provide significant insights into the cultures of the most dynamic region in the world today This book is a landmark publication John Child University of Birmingham This edited volume with contributions by significant scholars from around the globe provides a timely and penetrating review of management issues across East Asia a region that rivals Europe and

North American in economic significance and is still ascending It is a must read for anyone who is interested in international management Kwok Leung City University of Hong Kong Helping a new generation of readers interested in this important region to make better sense Managing Across Diverse Cultures in East Asia is destined to become a new classic I expect this well researched book to be widely read cited and debated in the years to come Mike W Peng University of Texas at Dallas Having had such unexpected disasters as earthquakes floods and financial crises in recent years we are increasingly dependent on people management Development of human resources in turn requires region specific and organization specific strategies The present volume edited by Malcolm Warner points the reader to the secret of success in high performing economies and firms in East Asia Yoko Sano Kaetsu University Tokyo **Journal of Economic Literature**
,2001

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