Table of Contents

List	of Tables	xiv
List	of Figures	xvi
	Part I Introduction	
1.	Introduction	3
	The Japanese economy in the 1990s	3
	Continuity or discontinuity	5
	Demand-side explanations for the rise in atypical employment	6
	Choice of period of study	7
	Outline of book	9
	Use of statistics in this book	11
2.	The Japanese Employment System	13
	Introduction—a brief look at the image and reality	
	of Japanese employment	13
	Discussion of the Japanese employment system	16
	Conclusion—a system due for change?	32
	Part II Institutional changes affecting the Labour Market	
3.	Changes to the Employment and Treatment of Regular Employees	37
	Changes before the 1990s	37
	Employment security	38
	Career patterns for standard employees	41
	Compensation	44
	Hours of work	53
	Conclusions	54
4.	The Growth in Non-standard Employment Relations	57
	Introduction	57
	The definition of regular labour and trends in its	
	share of employment	57
	Trends in the shares of non-standard employees	59
	Types of non-regular labour and their relative importance	60
	Understanding the shifting structure of labour contracts	63
	Will the trend to non-standard employment continue?	72
	Implications and discussion	73

5.	Industrial Relations	75
	Introduction	75
	Japan's postwar industrial relations system	75
	The decline of unions since 1973	79
	Challenges of the 1990s	82
	Trends in labour's share	84
	Trends in worker disputes and court cases:	
	greater individualism	86
	Conclusions	87
	Part III Major Trends in Labour Markets	
6.	Rising Unemployment and Inequality	91
	The rise in unemployment	91
	Is Japan's unemployment rate underestimated?	92
	Explaining the recent rise in unemployment	96
	The employment insurance system	100
	Concentration on demographic sub-groups	103
	Trends in income inequality	104
7.	Women in the Labour Market	112
	The changing Japanese family	112
	Changes in the labour market	113
	Women's position in the firm	117
	Institutional factors that limit women's careers	120
	Government policy to help mothers stay at work	122
	Conclusions	124
8.	Middle-Aged and Older Workers	125
	Men and women over age 55	125
	The market for workers aged 40-55 (middle-aged)	137
	Conclusions	138
9.	The Labour Market for Youth	140
	The 1990s ice age	140
	Finding jobs for middle-school, high-school,	4.40
	and technical school graduates	140
	Recent trends	146
	Trends in the levels of educational attainment	150
	The 'friitaa' phenomenon	153 155
	Conclusions	100
10.	The Declining Labour Force and Immigration	156
	The ageing society	156
	Problems raised by the ageing of the population	157

Immigration Where do foreign workers work and how are they treated? Public policy and attitudes to immigration The economic argument against large-scale immigration	xiii
Public policy and attitudes to immigration	159
	162
	164
THE COMMITTEE AND	164
Alternatives to immigration	165
Conclusion	169
11. Conclusions and Prospects	171
References	175
Index	185

3.