

# CHANGES IN JAPANESE EMPLOYMENT PRACTICES%0A

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The Japanese-style employment system is characterized by long-term continuous employment, a seniority-based wage system, and company unions. Following the high-growth period, Japan's economic recession has threatened the collapse of this system, but thus far it still remains. This report focuses on long-term continuous employment and the seniority-based wage system and investigates how the Japanese-style employment system will change in the medium term.

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Institutional Change in Japanese Employment Practices References About the Author Arjan B. Keizer is a Lecturer in International Human Resource Management and Comparative Industrial Relations at Manchester Business School, UK.

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Japan s employment practices were long considered a cornerstone to its economic success. However, the reversal in economic performance during the 1990s altered the positive perception and inspired major adaptations like the rise in performance-related pay ( seikashugi ) and non-regular employment.

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Examines changing employment practices in Japan, focusing on the position of the Japanese firm that is confronted with the need to address the changing economic circumstances while also maintaining some fit with the wider set of institutions that govern the Japanese labour market.

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Another important focus of Japanese labor policy is the employment of older workers. Japan s working-age population defined as those aged 15 and older is currently 110 million, and a full 32

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