



# The Transformation of Japanese Employment Relations: Reform without Labor

*Dr Jun Imai*

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*The Transformation of Japanese Employment Relations* evaluates the impacts of deregulatory reforms on the employment relations of regular white-collar workers in Japan. Focusing on the aspects of employment relations such as contracts and mobility, this book takes a sociological approach that emphasizes the historical and political dynamics between the state, firm and labor behind institutional changes.

The examples of deregulatory reforms include the expansion of the external labor market, the establishment of discretionary working time regulations, and the introduction of results-oriented labor management practices. The results of these reforms were the increase of non-regular employment that highlight the deep segmentation between regular and non-regular contracts, and the further intensification of effort-bargain for regular workers that even justifies unpaid overtime. All of these consequences, in policy outcomes and in the changes in employment relations, were clearly produced by the declining strength of labor in all levels of social negotiation, which the book concludes is 'reform without labor.'

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