



LUNCH SEMINAR

on the Japanese Economy

at the Maison franco-japonaise

"On the Dismissal Regulation in Japan"

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Maison franco japonaise, room 601 (6th floor)

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Summary

The Japanese labor market is subject to dual legal regulations. The Labor Standard Law clearly regulates the minimum level of each items of labor contract. However, as it is not specific enough, the Japanese courts have gradually constructed their case laws since 1945, to supplement the lack of legislation. The most important is the case law for dismissing employees ; the Doctrine of Abusive Dismissal (Kaiko-ken Ran-yo Ho-ri). Although there have been some academic discussions whether the Doctrine has impeded the economic activity by imposing excess cost to employers, it is still difficult to detect the Doctrine had actually interfered the adequate employment adjustment. One of main reasons for this difficulty is the lack of data, but it is also quite important how to interpret the Doctrine in terms of economic mechanism. The economists implicitly assume the Doctrine is a general tax. From legal aspects, the Doctrine also offers a social norm. As long as they obey the social norm, employers shall adjust the number of workers without any additional payment. To mediate two concepts I will anecdotally show, in this presentation, how the Doctrine has been constructed and its role in actual disputes.

Biography

Ryō KAMBAYASHI (Ph.D., The University of Tokyo) is an Associate Professor at the Institute of Economic Research (Hitotsubashi University). As a labor economist, he is particularly interested by the empirical analysis of the three following topics : effects of employment protection in Japan ; matching efficiency of Hello Work, the public employment agency in Japan ; changes in the Japanese labor market during the 1990s and 2000s. He published numerous articles on these issues.

How to attend the Lunch Seminar ?

The participation to the Lunch Seminar is free but **registration is strictly required**. Please apply by e-mail to : lechevalier@mfi.gr.jp ; or by fax (03-5421-7652) specifying your :

- name
- adress
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NB : The presentation will be followed by a discussion with the participants (in English, no translation).

For a map of Ebisu area, please look at <http://www.mfi.gr.jp/jp/map-j.html>



Forthcoming

February 26th, 2008 (Tuesday), 12:30 - 14:00

How Is Suicide Different in Japan?

By SAWADA Yasuyuki (Associate Professor, Tokyo University, Faculty of Economics)



Please note that this is a "brown bag lunch seminar" (please bring your sandwiches or "bento").