

CONTENTS

Joachim Bergmann	
Introduction	7
Acknowledgements	16
I.	
SOCIO-ECONOMIC AND SOCIO-CULTURAL DETERMINANTS OF THE INDUSTRIAL RELATIONS SYSTEMS	17
Tokunaga Shigeyoshi	
German and Japanese Industrial Relations - Similarities and Differences in a Historical Perspective	19
Joachim Bergmann	
The Structuration of the Working Class and the Development of Trade Unions in Germany	36
Nomura Masami	
A Comparison between Japanese and German Industrial Relations in Historical Perspective	57
Sung-Jo Park	
Socio-Cultural vs. Socio-Economic Determinants in the Industrial Relations Systems of Japan and Germany - Comments on Converging Trends	68
Gerhard Brandt	
Socio-Cultural vs. Socio-Economic Determinants of the Industrial Relations Systems of Japan and Germany	81
II.	
WOMEN'S EMPLOYMENT IN JAPAN AND IN THE FEDERAL REPUBLIC OF GERMANY	93
Angelika Ernst	
A Comparison of the Position of Women in the Labour Markets of Japan and West Germany	95
Omori Maki	
Women Workers and the Japanese Industrial Relations System	117

Ilse Lenz The Gender Factor in Industrial Employment and the Impact of Microelectronic Technology: Preliminary Remarks on the Case of Japan	129
III. TRADE UNION POLICIES FOR ADAPTING TO CHANGING ECONOMIC CONDITIONS	153
Ujihara Shojiro The Japanese Economy and Changes in Employment Structure	155
Otto Jacobi The Changing Relationship between Trade Union Wage Policy and Wage Bargaining at the Plant Level	168
Mawatari Shoken Stagflation and Industrial Relations: Working of Japanese Industrial Relations since the First Oil Crisis	185
Christoph Deutschmann Working Hours in West Germany and Japan	205
IV. MECHANISMS OF THE FUNCTIONING OF INDUSTRIAL RELATIONS	229
Tagaki Ikuro Determination of Wages in Japan	231
Werner Sengenberger Vocational Worker Training, Labour Market Structure, and Industrial Relations in West Germany	246
Hyodo Tsutomu Participatory Management and Japanese Workers' Consciousness	261
Tokunaga Shigeyoshi Reflexions on the Japanese Industrial Relations System: A Critical View	271
List of Participants	284