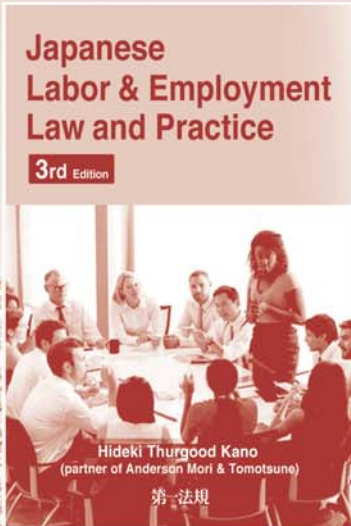


# Japanese Labor & Employment Law and Practice

3rd Edition

provides comprehensive commentary and local custom advice to the labor and employment laws of Japan.



## 複雑・多岐にわたる日本の労働法を **英語** で簡単にわかりやすく解説

～業務において利用頻度の高い

人事関連用語の英和・和英対訳表も掲載～

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# PREFACE ～著者の声～

## 日本語

第三版は、2012年に出された第二版までと同様、日本の人事労務および労働法について、英語で解説した書物です。2012年に出された第二版を全面改訂していますが、特に、和文の解説を付けさせていただいたところが、第三版の特徴の一つ目です。

グローバル化が叫ばれる現代、日本を取り巻くビジネス環境は速い速度で動いています。株主のため短期の利益をあげるべく、労働環境も大きく変わっています。この中に身を置く企業の人事労務担当者の方々は、働こうとしない労働者や自分勝手な主張を繰り返す労働者に、いつも悩んで居られることと存じます。企業側に立ち人事労務屋をやらせていただいている私も、この点は同じです。第三版では、このような場合に企業は、労働法的に何ができ何ができないのか、労働者が争ってきた場合に企業はどう戦うべきなのか、を平易に説明しようと試みてみました。これが第三版の特徴の二つ目です。

もっとも、第三版を出すことに決めた私の真の望みは、この日本から、労使の戦いや争いが、全て、なくなることです。換言するなら、労使が仲良く、手を取り合って頑張り、そこから得られるものを公平に分配する---そんな日本を実現することです。このためには、「労働法」という法律的視点からではまかない切れないもの、すなわち「人事労務」に重点を置きました。これが第三版の特徴の三つ目です。

## 英語

The third version of “Japanese Labor & Employment Law and Practice” (hereinafter the “3rd Edition”) is now being published. The 3rd version provides readers with explanations on the Japanese labor and employment practice as well as the Japanese labor and employment law.

In May 2010, CCH Japan “Staff Employment Law Guide” was published. The completely revised version of what was published in May 2010 was published in 2011, under the title CCH Japan “Japanese Labor & Employment Law and Practice”. “Japanese Labor & Employment Law and Practice” was completely revised in 2012.

You will find the 3rd Edition to be a completely revised version of what was published in 2012. The comments and the explanations have been thoroughly revised so that the entire content and descriptions throughout the third version are easier to understand. Further, simplified explanations in the Japanese language have been given.

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検索

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