

科目コード／科目名 (Course Code / Course Title)	EX104/Labor Law		
テーマ／サブタイトル等 (Theme / Subtitle)	Basics of labor law and the Japanese model of employment		
担当者名 (Instructor)	亀田 康次(KAMEDA KOJI)		
学期 (Semester)	秋学期(Fall Semester)	単位 (Credit)	2単位(2 Credits)
科目ナンバリング (Course Number)	LPX2401	言語 (Language)	英語 (English)
備考 (Notes)			

#### 授業の目標 (Course Objectives)

The objectives of this course are (1) to obtain basic knowledge of Japanese labor law in English, (2) to understand the unique characteristics of "Japanese model" of employment (comparing with foreign countries as necessary), and (3) to develop skills of discussing employment-related issues in English.

#### 授業の内容 (Course Contents)

Students will experience "working" sooner or later. Some of them may have started a student part-time job. Labor law is related to all the experience they may have while being employed – recruitment, working, receiving salary, transfer, leaving the company and so on. This course will deal with the role of labor law and help students understand its basic concepts and principles.

This course will also deal with unique characteristics of the Japanese employment system. One of the basic features of the system is called "long-term employment practice". This course will help students understand what makes the Japanese system so unique, by comparing with foreign countries as necessary.

This course will cover basic topics of labor law. Since "work" will be an essential aspect of our life, the knowledge of labor law will be useful no matter what students do in the future. Learning it in English will help students (1) develop their English vocabulary related to work experience in the future and (2) enhance their skills of discussing employment-related issues in English.

#### 授業計画 (Course Schedule)

1. Introduction
2. Role of labor law
3. Commencement of employment
4. Termination of employment
5. Transfer of employees
6. Wages
7. Work rules
8. Working hours
9. Disciplinary actions
10. Equal treatment
11. Harmonization of work and family life
12. Labor unions
13. Fixed-term employees
14. Recent changes in labor law and the Japanese model

#### 授業時間外(予習・復習等)の学習 (Study Required Outside of Class)

Students will be expected to take 1 or 2 hours per week to prepare for class.

#### 成績評価方法・基準 (Evaluation)

小テスト (Quizzes)(30%) / 最終テスト(Final Test)(30%) / 最終レポート(Final Report)(40%)

#### テキスト (Textbooks)

Lecturer will provide handouts and reading materials.

#### 参考文献 (Readings)

1. Takashi Araki. 2002. Labor and Employment Law in Japan. The Japan Institute of Labor (ISBN:ISBN4-538-71018-0)

#### その他 (HP 等) (Others(e.g.HP))

