

Japan

Main indicators and characteristics of collective bargaining

This note presents the main indicators and characteristics of collective bargaining in Japan for 2019 or the latest year available. The purpose of this note is to provide a snapshot of the functioning of collective bargaining in Japan that can be used for comparisons with other countries in the database. Therefore, this note does not provide a precise description of the legal provisions or standard practices in Japan but only a general summary.

The first version of the OECD and AIAS, Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts (ICTWSS) database has been released in February 2021 and has been produced with the financial assistance of the European Union Programme for Employment and Social Innovation “EaSI” (2014-2020), VS/2019/0185. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

The OECD/AIAS ICTWSS database together with its codebook, a note on methodology and sources and a glossary is publicly available at www.oecd.org/employment/ictwss-database.htm. For any information or correction, please contact CollectiveBargaining@oecd.org.

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The actors and scope of collective bargaining

<i>Trade union density (% of employees)</i>	16.8% (in 2019)
<i>Adjusted bargaining (or union) coverage rate (% of employees with the right to bargain)</i>	16.8% (in 2019)
<i>Employer organisation density (% of employees)</i>	Missing

Wage setting

<i>The predominant level at which wage bargaining takes place (in terms of coverage of employees)</i>	Bargaining predominantly takes place at the local or company level
<i>The combination of levels at which collective bargaining over wages takes place</i>	Enterprise (company, or units thereof)
<i>Reach or incidence of additional enterprise bargaining</i>	
<i>Favourability</i>	
<i>Opening clauses in sectoral collective agreements</i>	
<i>Crisis-related, temporary opening clauses in collective agreement</i>	Agreements contain no opening clauses
<i>Mandatory extension of collective agreements to non-organised employers</i>	There are neither legal provisions for mandatory extension, nor is there a functional equivalent
<i>Is there a statutory minimum wage in your country?</i>	Yes, there is one or more statutory minimum wage rate(s) that cover(s) all or most employees

Wage co-ordination

Coordination of wage-setting

Non-binding norms and/or guidelines (recommendations on maximum or minimum wage rates or wage increases) issued by a) the government or government agency, and/or the central union and employers' associations (together or alone), or b) resulting from an extensive, regularized pattern setting coupled with high degree of union concentration and authority

Type of coordination of wage setting

Pattern bargaining

Works councils and employee representation in the enterprise

Status of works council

Works councils (etc.) are voluntary, i.e. even where they are mandated by law, there are no legal sanctions for non-observance

Involvement of works councils (or similar structures) in wage negotiations

Works councils is formally (by law or agreement) barred from negotiating (plant-level) agreements, but informally negotiate over workplace-related working conditions or "employment pacts", including pay

Social pacts and agreements

A social pact or central agreement is signed in specified year

No

Existence of a tripartite council for the purpose of negotiation, consultation or information exchange over social and economic policies

No permanent council