

1. Record Nr.	UNINA9910817850003321
Autore	Lam Alice C. L (Alice Cheung-Ling), <1955->
Titolo	Women and Japanese management : discrimination and reform // Alice C.L. Lam
Pubbl/distr/stampa	London, : Routledge, 1992
ISBN	1-134-92348-1 1-280-32893-2 0-203-31564-2 0-203-07605-2
Edizione	[1st ed.]
Descrizione fisica	1 online resource (298 p.)
Disciplina	331.4/133/0952
Soggetti	Sex discrimination in employment - Japan Women - Employment - Japan
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Cover; Women and Japanese management: Discrimination and reform; Copyright; Contents; Figures; Tables; Acknowledgements; Introduction; Chapter 1 Introduction and background; Part I Discrimination against women in employment: theory and practice; Chapter 2 Internal labour markets and discrimination; Chapter 3 Sexual inequality in the Japanese employment system: discriminatory company practices; Chapter 4 The emerging situation: changing company practice in response to market pressures; Part II Legislation and reform; Chapter 5 Legislating for change? The Equal Employment Opportunity Law Chapter 6 The management responsePart III A case study; Chapter 7 The Seibu case: an introduction; Chapter 8 The Seibu case: changing company practice; Chapter 9 Changing roles and attitudes of Seibu women: towards equal opportunity?; Part IV Conclusions; Chapter 10 Equal employment for women in the Japanese employment system: limitations and obstacles; Appendix A: Field study methods and the survey samples; Appendix B: ANOVA and multiple classification analysis; Notes; Bibliography; Index
Sommario/riassunto	Standard works on the employment systems of Japanese companies deal almost exclusively with men. Women, however, constitute the vast

majority of the low wage, highly flexible "non-core" employees. This book breaks new ground in examining the role of Japanese women in industry. It assesses the extent to which growing pressure for equal opportunities between the sexes has caused Japanese companies to adapt their employment and personnel management practices in recent years. The author puts the argument in an historical perspective, covering the employment of Japanese women from the start
